

The Commonwealth of Massachusetts
EXECUTIVE DEPARTMENT

ANNUAL REPORT
OF THE
MASSACHUSETTS COMMISSION
AGAINST DISCRIMINATION

January 1, 1969 to December 31, 1969



120 Tremont Street
Boston, Massachusetts

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145 State Street
Springfield, Massachusetts

222 Union Street
New Bedford, Massachusetts

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EXECUTIVE DEPARTMENT

1969 ANNUAL REPORT

MASSACHUSETTS COMMISSION
AGAINST DISCRIMINATION



COMMISSION MEMBERS

Mrs. ERNA BALLANTINE, *Chairman*

BEN G. SHAPIRO, *Commissioner*

JOHN F. ALBANO, *Commissioner*

REV. GILBERT H. CALDWELL, *Commissioner*

WALTER H. NOLAN, *Executive Secretary*

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1969
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The Commonwealth of Massachusetts
Commission Against Discrimination

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His Excellency, FRANCIS W. SARGENT, *Governor*
Honorable Members, General Court of Massachusetts

Sirs:

The year 1969 saw many changes in the composition of the Commission. Mrs. Erna Ballantine, former Chairman, resigned as did two other members within the course of this year. It has been my pleasure to be appointed the Chairman and as such to submit this 1969 annual report to your Excellency and the Members of the General Court of the Commonwealth.

As changes have occurred within our staff, changes have also occurred in our policies. One fact remains constant; discrimination still exists. Daily we receive complaints alleging discriminatory acts in housing, employment, public accommodations, and education. While we continue to receive and process such complaints, filed by individuals, and while we fully realize the importance of these complaints, we also recognize the fact that in order to combat institutional discrimination, firmly entrenched within our society, we must work in a far broader basis. From our experience with the EEOC Federal Grant Program, we learned to employ a Task Force approach to combat systemic discrimination. It is to such an end that we have addressed ourselves this year.

It is our view that institutions established by the Commonwealth should be the first to discourage discrimination and to set examples for private institutions and businesses. We have, therefore, from within our own state-supported educational institutions begun to ferret out patterns and practices of discrimination in employment and admissions, which they may unknowingly harbor and which, if brought to their attention, they may willingly correct. In addition, we have received complaints against other types of state institutions alleging discrimination in employment practices.

It is through the example of our commitment to the eradication of discrimination that we may expect the private institutions and the private sectors of business and industry to become aware of their responsibilities.

Change is also taking place outside of the Commission. It is reflected in the ever-increasing number of requests which I and members of my staff receive to speak at chambers of commerce meetings, business and professional organizations and educational institutions. We have participated in, sponsored and offered to sponsor work shops, where our staff has advised and can advise the public of new ways of looking at the law and of new techniques of developing Affirmative Action programs.

Because of this awakening of interest on the part of the public, I am optimistic enough to think that perhaps now the goal can be achieved. Education will become a more valuable tool than enforcement.

Very truly yours,

(MRS.) GLENDORA M. PUTNAM
Chairman

STATEMENT OF POLICY

The Massachusetts Commission Against Discrimination is dedicated to the principle that all citizens of the Commonwealth have a right to equal opportunities in housing, employment, public accommodations, and education.

To insure that each citizen is not denied these rights, the Commission is committed to strive continually to refine its techniques to educate the public, to establish positive affirmative action programs, and to effectively discharge its responsibility as a law enforcement agency.

SUMMARY OF COMMISSION ACTIVITIES

The twenty-fourth Annual Report of the Commission includes the period from January 1, 1969 to December 31, 1969.

During this period, in its attempt to educate the public, the Commissioners and members of the various divisions have participated in numerous speaking engagements involving community groups, business firms, chambers of commerce, teacher and student groups, as well as other state and local agencies. In addition, several of the Commissioners and staff personnel have been guests on both radio and television programs throughout the Commonwealth. Moreover, the Commission has prepared and distributed literature outlining its function and procedures as well as the laws it administers. Much of this material has been prepared in languages other than English.

In its attempt to establish positive affirmative action programs, the Commission has made members of its staff available to business and educational institutions to serve as consultants whenever and wherever they have been asked. In instances in which businesses and educational institutions have not taken the initiative in such endeavors, the Commission, as a part of its conciliation process, has made considerable contributions in establishing affirmative action programs in areas in which discrimination has been found to exist.

As a law enforcement agency, the Commission has processed over one thousand matters which came to its attention either by referral or which were initiated by the Commission itself.

These matters covered the broad range of the Commission's jurisdiction involving incidents of alleged unlawful discrimination based on race, color, religious creed, national origin, sex, age or ancestry in employment and on race, creed, color, national origin, national ancestry, or military status in housing, places of public accommodations and admission to educational institutions.

AFFIRMATIVE ACTION

The purpose of the Affirmative Action Division is, in essence, twofold. First of all, the division provides opinions and technical assistance to those parties who, through the process of conciliation, show that a need for such exists. Secondly, the division provides similar assistance to parties voluntarily requesting such aid.

The year 1969 has seen a refinement in the process of expediting cases, especially in those in which affirmative action is to be a part of the conciliation agreement. The policy of encouraging the division's participation in informal conferences has reflected positive results in the quality of conciliation. In many cases, in place of general statements of good intentions, employers and unions have been persuaded to indicate specifics in preparing positive programs and to outline in detail procedures which they will adopt in regards to recruiting, job assignments, testing, promotion, and other general employment policies, all of which are designed to guarantee fair and impartial treatment for all persons in all phases of the employment structure. In providing such assistance, the division's greatest challenge is educating an employer to the point at which he can see beyond his traditional attitude; i.e., "you find me a good man regardless of his color, and I will put him to work" attitude, to the level of understanding the current problems and his role as a catalyst to action.

Some of our most successful programs were those developed on the concept of confrontation and visitation. Confrontation was held with top level managers whose minority employment records indicate that they are insensitive to or are under-achievers in the area of equal employment opportunity. As a result of this, one world-wide hotel

chain was induced to increase its minority work force from eight to one hundred and twenty-seven in the matter of three months. This change was evident in all levels of their employment structure. Moreover, a nationally-known supermarket chain went from one Negro clerk-typist to sixty-two Negroes or other minorities employed within a four-month period. This same chain has made an offer to set up a large store facility in the community and develop it as a community enterprise.

On the labor union side of equal employment opportunity, the concept of developing liaison with construction companies, unions, and community organizations was established. The Governor of the Commonwealth, having pledged and requested the up-dating of the 1966 Code of Fair Practices, has offered direct and personal assistance in the formulation of an Affirmative Action Plan. This new code which will require affirmative action on the part of the Commonwealth and its contractors is designed around the four hundred and fifty million dollar construction of the University of Massachusetts, Boston Campus at Columbia Point. This program is a cooperative effort involving construction, union, community representation, governmental and university personnel. The main goal of this program is to recruit, teach and qualify all accepted minority applicants and prepare them for full membership in the trade unions of their choice and is designed to operate over an eight year period.

The past year has brought about a change in employment environment and has created a new force that has brought management, community and government into a new and unfamiliar relationship. In these successful programs all have joined as partners, not as adversaries. Although limited, there has been success.

COMMUNITY RELATIONS

During 1969 the Community Relations Division acquired a new dimension. In addition to the division's work with Advisory Councils, the division initiated a new communication program which was designed to inform communities, agencies, civic groups, and individuals throughout the Commonwealth about the functions and services of the Massachusetts Commission Against Discrimination.

This new program, "INFO", involved the use of mass media, the use of transit advertising space, and the wide-spread distribution of printed materials.

Television stations which serve large audiences of people in the Commonwealth were encouraged to supply public service time in the form of one-minute "spots." In the "spots," the sentence - "Good neighbors come in all colors" - appeared for several seconds without sound on the screen. After the brief silence, a voice stated, "Massachusetts Commission Against Discrimination, 120 Tremont Street, Boston."

In addition, transit advertising placards were developed by the Community Relations Division's staff for transit advertising space in subways, buses, and street cars. Transit advertising placards were intended for use in public transportation vehicles in Pittsfield, Springfield, Worcester, New Bedford, and Boston.

In order to reach the Spanish-speaking population in the Commonwealth, the Community Relations Division developed and distributed printed materials about the services and functions of the Massachusetts Commission Against Discrimination which were written in Spanish. In many cases, the division was able to send a Spanish-speaking Field Representative to speak to Spanish-speaking groups about the Massachusetts Commission Against Discrimination.

In essence, the "INFO" program was implemented to increase the public's awareness and understanding of the role of the Massachusetts Commission Against Discrimination.

Other programs and projects which concerned the Community Relations Division during 1969 included:

- Organization of an English language program for teaching Spanish-speaking people of all ages to read and speak English.

- Sponsorship of a joint meeting between Roxbury Training Agencies and Standard Oil of New Jersey (ESSO) for the purpose of increasing the employment opportunities available to young Black people.

- Maintenance of a continuous program of assistance to businessmen in the Commonwealth in developing training programs for Black and Spanish-speaking people; providing transportation for urban employees; and helping to improve the housing situation of Black and Spanish-speaking employees.

- Sponsorship of a seminar, titled, "Low Income Housing - Route 128", which served to bring together representatives from several industrial firms located on

Route 128 for a discussion of the Commonwealth's crucial housing problems. The Community Relations staff made a detailed presentation to the seminar participants.

Maintaining a continuous two-way communication exchange between the Community Relations staff and the various Advisory Councils. A meeting of all the Advisory Councils was held in Boston in September for the purpose of informing Council members about new and pertinent legislation; coordinating future plans; and to obtain up-to-date "situation reports" relevant to different geographical areas throughout the Commonwealth.

In addition, the division has established a round-the-clock "public sensitivity" program aimed at forestalling crisis situations and public discontent. The program involved periodic meetings at high schools, at police stations, on college campuses, and with community people.

The Division organized new human rights agencies in cities and towns in the Commonwealth.

The Division also sponsored a one-day seminar, "A Day at MCAD", designed to acquaint representatives from all of the human rights agencies in the Commonwealth with the services and functions of MCAD.

In the new year, the Community Relations Division plans to continue its communication program with the public, to continue its policy of maintaining close and cooperative relationships with the Advisory Councils and other human rights agencies in the Commonwealth, and to continue to implement programs and projects which service the goals of MCAD.

COMPLIANCE

Representatives of the Compliance Division continued to make follow-up calls on matters pertaining to conciliation or final orders issued by the Commission. During the year 1969, the Division's docket book records a total of fifty-three (53) cases opened in the areas of employment, public accommodations and housing. The scope of investigations by the Division's representatives is limited to the mentioned areas and factual information detailed in the investigating commissioner's terms of conciliation.

As a result of action on these cases, a number of matters were certified for Public Hearing due to the respondent's non-compliance with the terms of conciliation. For example, Victory Realty (respondent), a large realty firm which conducts a significant business in the area adjacent to the Roxbury-North Dorchester section was found not to be in compliance with the terms of conciliation. Given the respondent's past negative history, a test was run by MCAD staff personnel and Fair Housing, Inc.

As a result of this test and subsequent investigation, it was apparent to the Compliance Division that there was a gross violation of the terms of conciliation. The matter was brought to the attention of the investigating commissioner and it was certified for Public Hearing.

Following a Compliance Survey, two cases of non-compliance were referred to the Civil Rights Division of the Attorney General's Office in order that contempt proceedings could be initiated. These cases were MCAD vs. Local Finance Company of Rockland and Henry vs. Franzaroli.

In the matter of the Local Finance Company of Rockland, Assistant Attorney General Glendora M. Putnam was able to resolve the issue satisfactorily and the matter was closed.

Final orders for the Henry vs. Franzaroli case included the Commission's award to Mr. Henry for damages totalling \$844; included in this amount was \$250 damages for humiliation and emotional upset. The respondent refused payment to Mr. Henry.

The respondent did not seek review of the award of damages under Chapter 151B, Section 5, nor did the respondent seek review of the Commission's order under Section 6 of the chapter. A decree was entered with the Superior Court enforcing the order of the Commission by commanding the respondent to cease racial discrimination in the rental of housing accommodations. The decree, however, did not order the enforcement of the award of damages.

Because of the Superior Court's refusal to include damages in the enforcement decree, the Commission appealed the matter to the Massachusetts Supreme Judicial Court.

Justice John V. Spaulding upheld the Commission's power to award monetary damages to be paid by landlords to persons refused housing because of race or color.

Contract Compliance

To date, a total of ninety-five (95) Contract Compliance cases have been docketed by the Division. Authority for opening the cases was based upon Section 4 of the Governor's Code of Fair Practices of January 1966.

During 1969 Compliance Reviews were initiated on a number of these cases. It became apparent that Section 4 (which only requires non-discrimination in employment by the contractor) was not sufficient to meet the goal of equal employment. The Code did not include a contractual requirement for Affirmative Action, when the contractor's racial profile and employment practices were found to be inadequate.

As a result, in the spring of 1969, the Division's representatives began a lengthy and involved process of revision of the outdated Executive Order. This revision covered the areas of state contracts as well as the other fourteen sections in the Code, including state employment practices, nursing home compliance, education (both public and private), state licensing and regulatory agencies and state apprenticeship programs, to name just a few.

It was necessary that the Division conduct considerable research and background study in order to produce a viable document. As a result, the Division's representatives studied the statutes and executive orders currently being used in most states, as well as a number of other jurisdictions at the federal level.

Following the research phase, a re-draft of the document was completed and submitted to the Governor's Office. Due to legal difficulties and changing law in this complex area, the Executive Order has undergone three complete revisions.

Draft number three has now been submitted to several experts in the area of constitutional law for their evaluation and consideration. Given a favorable report from those sources, it is expected that the Governor will issue the Executive Order and indicate to the state employees and the public that all sections and requirements of the Order must be complied with.

During the course of the Division's work on the Executive Order, representatives have received full support, both public and private, from the Governor's Office. However, given the legal and technical problems which were present, it was decided that amendments to Chapter 151B of the General Laws would be helpful. With the full cooperation and assistance of the Massachusetts Law Reform Institute and the Commission's Legal Counsel, a number of proposed pieces of legislation were drawn up. These bills included S268 (dealing with labor unions), S996 (dealing with administrative changes within the Commission) and H2990 (which is filed by the Attorney General). H2990 would require affirmative action on the part of those persons bidding on state contracts. All of these pieces of legislation will be acted upon by the General Court during its present session.

During the latter part of 1969, the Compliance Division proposed that a program be implemented requiring contract compliance and affirmative action on all construction contracts awarded in the development of the new University of Massachusetts, Boston Campus at Columbia Point.

In conjunction with the Governor's Office, innumerable meetings were held with representatives of community, labor, contractors and state agencies. Hopefully, these meetings will result in a pilot program which will ensure true and equal employment in the construction phase of the University of Massachusetts. In addition, one of the aims of the program is to increase the number of available minority-group journeymen mechanics in the construction industry.

Simultaneously, work began on development of an area "Boston Plan" intended to achieve the same end in other public and private construction contracts. The Division representatives have worked with the Advisory Council to the U.S. Civil Rights Commission, the U.S. Department of Labor, the Mayor's Office of Human Rights and a number of community groups in the development of this area plan.

Also during 1969, the Division's representatives worked on the Commission's Construction Task Force to develop several contract compliance proposals for area towns development of a compliance program for nursing homes in conjunction with the Department of Public Welfare, and setting up of liaison and communication lines with a number of other state agencies, including the Bureau of Building Construction.

In essence, the efforts of this Division have resulted in a broadening of its scope and an increase in its efficiency in processing those matters for which it has responsibility.

EDUCATION

The Education Division has the responsibility to enforce the Fair Educational Practices Act, Chapter 151C of the *General Laws of the Commonwealth*, and to provide and develop programs designed to ensure equal educational opportunities for all people. This responsibility extends to all educational systems within the Commonwealth and to all levels within such systems. To this end, the staff (consisting of Janet Bryant, Director, and William B. Riley, Assistant Director) has been involved in a three-fold program; i.e., enforcing the anti-discrimination laws as they apply to education, establishing affirmative action programs, and dealing with tension situations in education which stem from discriminatory practices.

The program has involved school administrators, teachers, parents and various agencies and individuals concerned with education. The program for 1969 included some of the following projects:

Fair Educational Practices Act

The Fair Educational Practices Act, which provides for equal educational opportunities for students seeking admission to independent schools, colleges and public school systems throughout the Commonwealth, was administered. School catalogues and admission blanks were reviewed.

Investigations

An investigation of hiring and promotional practices of the Boston School Committee has been conducted and is presently awaiting further Commission action. This is part of a planned state-wide study of teacher hiring and upgrading procedures with regard to members of the various minority groups.

On the college level, a task force was formed to investigate Lowell Technological Institute and its employment practices; i.e., of staff, and recruitment and admissions of minority group students. This is the first action which will expand to include all the state colleges and their individual practices.

At a request from Spanish Community leaders in Boston, the Education Division is heading a task force to study alleged discrimination in education facilities and programs for Spanish-speaking students in the Boston schools. This will eventually encompass other communities in the Commonwealth with Spanish-speaking populations.

A complaint involving alleged discrimination in admissions to Boston's Roslindale High School under the Open Enrollment Policy was investigated in conjunction with the MCAD Field Operations Division.

Conferences

A conference on "Recruitment of Minority Group Students to Nursing Programs" (for nursing school administrators and guidance personnel in the Boston area) was planned and coordinated in October. The main theme focused on problems of recruitment of students and on particular problems which may arise when minority group students are admitted to schools of nursing. As a follow-up, a committee is issuing a brochure which will include guidelines for schools throughout the Commonwealth. Nursing school administrators from fourteen Boston hospitals attended as well as guidance counselors from Boston High Schools and representatives from such agencies as O.D.W.I.N., Model Cities, Association of Urban Sisters, Neighborhood Orientation Centers and others interested in the successful placement of nursing students.

Teacher Workshops

In May, a workshop proposal for teacher training in Intergroup Relations was developed by the Education Division of the MCD and Education staff of the American Jewish Committee. During July and August the proposals was submitted to various communities north of Boston for possible implementation. Four sessions in Intergroup Relations were presented to sixty-five teachers in Watertown in November and December.

In November the Malden School Committee voted to have our fifteen-session workshop taught as an in-service course for three increment credits to all their teachers on a voluntary basis. This will begin early next year. Plans were also made with the Newburyport schools to present a similar program next year.

The Massachusetts Teachers Association expressed interest in working with us in the area of human relations. Together, the Education Departments of the three organizations (Massachusetts Commission Against Discrimination, American Jewish Committee, and Massachusetts Teachers Association) formed a coalition. This coalition is known as the Massachusetts Committee for Education and Human Relations (MCEHR).

In December the MCEHR sponsored a series of four meetings in various parts of the Commonwealth (Framingham, Hyannis, Danvers and Springfield) at which school superintendents, school committee chairmen, MCAD Education Task Force members, and local teachers' association presidents were invited to discuss the need for this type of training and some of the problems which schools are facing today. 179 persons representing ninety communities attended the four meetings; forty-six were superintendents or assistant superintendents and twenty-four were school committee members. To us, this pointed out both the need for such programs and the fact that school systems were becoming concerned about some of the existing problems and wanted to sponsor affirmative programs.

Tension Situations

Meetings were held with parent and community groups and individuals in Boston, Springfield, Lowell, and other cities and towns throughout the Commonwealth to try to resolve the problems which have arisen from alleged discriminatory practices in the schools which keep students from receiving a quality education.

Publications

The lesson plan for high schools, "Discrimination, Danger to Democracy" was revised and reprinted for distribution.

Speaking Engagements

The division has spoken to various teacher groups such as the Southeastern Massachusetts Guidance Counselors' Association, graduate workshops at Boston State College and Parents' Associations. The topics for discussion have been "Problems in Education Today from a Human Relations Point of View," and "The MCAD in Education."

Task Force

MCAD Advisory Council Education Task Forces have been set up in Springfield, Cape Cod, and Boston. Other regional groups are in the process of organizing. These task forces will be selecting areas of greater need in their local schools and work on the problems on a local level to implement change.

FIELD OPERATIONS

As the major investigative arm of the Commission, Field Operations investigates all violations of the discrimination laws brought before the agency through individually-filed or agency-initiated complaints in employment based upon race, color, religious creed, national origin, age, sex and ancestry; in housing based upon race, color, religious creed, national origin, national ancestry and military status (member of the armed forces or veteran); in public accommodations and education based upon race, color, religious creed, national origin and ancestry.

The receipt, assignment and supervision of investigations and/or processing of all complaints filed alleging discrimination are the responsibility of this division.

The Division is directed by Lloyd F. Randolph, Chief of Field Operations, and his assistant, Carroll Brownlee. There are twenty field representatives, accounting for nearly one-third of the total number of agency employees. Seventeen representatives operate from the Boston office, two from Springfield, and one from the New Bedford office. An office to be staffed by one field representative will open in Worcester in 1970.

The duty of the field representatives is to conduct the important fact-gathering phase of an investigation which is ultimately presented to the Investigating Commissioner for his determination of whether or not there exists grounds to sustain the allegations contained in the complaint.

In any given case, the field representative's activities involve interviewing the complainant, respondent (individuals, employers, associations, etc.) and witnesses. The representative reviews all data such as attendance records, personnel files, payroll records, written policies of the employer and unions, police records, agreements, etc., in cases involving unfair employment practices.

All preliminary investigations are reviewed by the Chief of Field Operations to ascertain whether or not sufficient factual information exists for the Investigating Commissioner to make a finding of (a) probable cause, (b) lack of probable cause or (c) lack of jurisdiction.

The field representative is present during conciliation meetings and/or public hearings concerning his cases and during court proceedings, if so required.

In order to provide uninterrupted and speedy attention to complaints brought into the agency offices, field representatives are assigned to "office duty" on a rotating basis. This daily scheduling makes it possible for those persons who have claims to file with the Commission to do so without having to schedule appointments in advance.

Field Operations is currently handling approximately 1500 cases, one thousand of which were filed in 1969.

In order to preserve the status quo of a job or piece of real estate or rental property pending investigation of a complaint, the Commission has the authority to petition the courts for an order to restrain the respondent from filling the job position, or renting or selling the property in question. In 1969 the court granted the Commission forty-seven such injunctions. The Commission also has the power to issue subpoenae for records and/or persons to appear before it, and Field Operations prepares such subpoenae and Bills of Complaint for restraining orders.

In 1969 the Commission commenced an effort to incorporate into its investigative techniques some of those developed in the Equal Employment Opportunity Commission-funded project, which was designed to probe systemic discrimination. Initial thrust has been directed towards discrimination in employment, commencing with employers' methods of advertising for employees, recruitment and hiring practices, continuing through an investigation of all terms of conditions of employment, including promotion and seniority policies, fringe benefits for employees, etc.

The investigation seeks to ascertain whether the employer utilizes culturally biased tests, employment practices and criteria for evaluation which, while perhaps applied to all applicants and employees equally, may discriminate against persons of various minority groups.

This type of investigation is presently handled in two ways. First, a "Class Action" complaint is that in which an individual complainant files a complaint on his own behalf and on behalf of all other persons of his class, (i.e., race, religion, sex, age, etc.) who are similarly situated. Such a complaint, usually against a small employer or only one of a large employer's several installations within the Commonwealth, is investigated by a single field representative.

Another type of investigation is initiated when the Commission has reason to believe an employer to be utilizing a system of employment which is discriminatory; in such case a task force of the Commission conducted an extensive investigation of that employer's entire employment system. Those persons on the Commission staff who have background or expertise in the area of employment under study compose the task force.

In 1969 the Commission initiated task force investigations in two major areas. Several staff members are investigating the entire system of hiring in the building trades industry, commencing with apprentice training programs, union membership and referral procedures and hiring practices of both contractors and subcontractors. The Commission also has initiated complaints in the field of education. Task forces are analyzing the hiring and admissions policies of several institutions of higher learning, both private and public.

Where discriminatory systems are found to be operating, the Commission works with the respondent to initiate an affirmative action program designed to hire or admit more minority persons and to eliminate culturally biased or discriminatory procedures.

In 1969 the Commission educated some five hundred employers who had placed classified newspaper advertisements which unlawfully discriminated by placing a limitation based on age or sex.

Field Operations also worked with community leaders and representatives to further enlighten more of the public regarding anti-discrimination laws and to broaden the Commission's base of training people in taking complaints. Field Operations held training sessions to educate a number of such leaders regarding the function of the Commission and the laws under which the Commission operates and trained them to take definitive and comprehensive complaint statements. This training has proven fruitful, as these leaders have presented the Commission with articulate complaints which they have taken in the field from members of their various communities. The training has also freed field representatives from the time they would have spent taking such complaints and has proven successful in further disseminating knowledge of the discrimination statutes.

The division also provides assistance, information, and materials to federal, state, and municipal agencies in all matters concerning discrimination.

1969 saw an increased communication between and cooperation with local, state and federal civil rights groups and agencies. Field Operations receives complaints from local groups and the federal agencies. The Department of Housing and Urban Development

and the Equal Employment Opportunity Commission, by law, defer to the MCAD complaints received from Massachusetts residents. These federal agencies and commissions from other states benefit and appreciate information that Field Operations distributes regarding civil rights developments in Massachusetts. In turn, Field Operations often defers complaints over which the Commission has no jurisdiction to these federal agencies.

The Chief of Field Operations and his assistant frequently meet with representatives of the various federal agencies to acquaint them with the function of the Commission and the Commonwealth's laws in the area of civil rights. While the areas of federal and state jurisdiction vary somewhat, a sharing of investigative and research techniques proves beneficial to both agencies.

Vital to federal representatives is the knowledge Field Operations imparts in acquainting them with the local minority situation with regard to both geography and demography and the specific problems facing the various minority communities at the moment. The entire Boston suburban area was reviewed in terms of the nature of dwelling units and discrimination problems experienced by people attempting to obtain housing in these areas with a representative of the soon-to-be-opened Boston office of the federal Department of Housing and Urban Development. The representative needed a description of the area in which his agency was to operate and to which he was importing several hundred staff personnel. The Chief of Field Operations spent several hours introducing the H.U.D. regional representative to the area.

During 1969 the Chief of Field Operations and his assistant represented the Commission as speakers before many business, civic and community organizations and various civil rights groups throughout the Commonwealth.

RESEARCH

The Research Division was directed by Kathryn Stengel until September, 1969. In January 1969, Dorothy T. Parrish came to the Commission as the Assistant Director of the Research Division.

The Division kept up-to-date statistics on every open case including the number of the case, the name of the Complainant, the Respondent, the Investigating Commissioner and the Field Representative and the dates and disposition of the case. These statistics were readily accessible to all staff.

Each Commissioner, the Executive Secretary, and the Chief of Field Operations were given statistical notebooks to maintain their monthly statistical data to be distributed at the Commission meetings held at the end of each month.

A large map of the Commonwealth was maintained showing the location and the concentration of all the cases handled by the Commission and indicating the number, type and the location.

The Division developed a Research-Resource Bank Library under the supervision of the Assistant Director. Any research that has been done anywhere in the country in areas under the jurisdiction of the Commission has been requested from all sources on a daily basis.

The Research-Resource Bank Library has an extensive file on human rights resources in the Commonwealth. This file was developed with the assistance of Mrs. Amy Moran, a Simmons College work-study student and the Assistant Director. A questionnaire was developed and sent to all human rights organizations, churches, synagogues, and public and private agencies in Massachusetts.

A Human Rights Resource Directory and description booklet will be printed in 1970 as a result of the questionnaire.

The Library has over two hundred books on prejudice and discrimination relating to housing, education, employment, sex, age, religion and minorities. Pamphlets and research articles are maintained in the library and the files.

Another major project undertaken under the supervision of the Assistant Director was to establish an up-to-date file with annual reports, population and economic data on all the 351 cities and towns in the Commonwealth. This has been one of the most resourceful projects in the division. Staff and the public request this kind of data frequently for speeches.

The Division spends substantially half of its daily job as a resource agent for the internal work of the Commission.

Statistical information was given to staff who were writing grant proposals. In addition, statistical data was furnished for press releases on House Legislative Bills 74 and 75.

The Assistant Director was the editor of the first Commission Newsletter, which was given out to visitors at the "Open House" held in April 1969.

"How To File A Complaint" was revised and now appears in both Spanish and English. This was done jointly with the Research Division and Legal Counsel, Gerald Taube. Suggestions for the revision were made by Mrs. Erna Ballantine, Lloyd Randolph and Gerald Taube. They were incorporated in the new form.

Mr. Taube and the Research Division jointly revised "The Compilation of the Laws for MCAD".

The Research Division received many requests daily for case information from organizations, both public and private throughout the Commonwealth. The Chairman and the Legal Counsel suggested that a procedure be established for disseminating information. This procedure was written by the Research Division since it was the source for information.

Since that decision, the Research Division has been given the task of researching the files of the Commission in order to document established Policies and Procedures of the Massachusetts Commission Against Discrimination.

Material on Racism and Prejudice was distributed to all staff members as well as the public.

COMPLAINTS OF ALLEGED DISCRIMINATION
FILED WITH THE MASSACHUSETTS COMMISSION
AGAINST DISCRIMINATION
ACCORDING TO TYPE AND OFFICE

	<i>Boston</i>	<i>New Bedford</i>	<i>Springfield</i>	<i>Total</i>
Employment	684	17	69	770
Private Housing	143	15	25	183
Public Housing	—	5	—	5
Public Accommodations	48	2	5	55
Education	3	—	—	3
Employment & Educ.	2	1	1	4
TOTAL	880	40	100	1020

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1969 Statistical
Report

COMPLAINTS OF ALLEGED DISCRIMINATION
FILED WITH THE
MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION
IN 1969

<i>Basis</i>	<i>Commission Complaint</i>	<i>Commission Investigation</i>	<i>Individual Complaints</i>	<i>Total</i>
Race and Color	5	46	350	401
National Origin & Ancestry	—	5	73	78
Color & National Origin	365	6	6	377
Religious Creed	—	15	16	31
Age	35	1	27	63
Sex	—	5	55	60
Color & Sex	—	—	3	3
Religious Creed & Age	—	—	1	1
Armed Services	—	—	2	2
Sex & Age	—	—	1	1
Religious Creed & National Origin	—	—	1	1
Race & National Origin	—	1	—	1
Color & Religious Creed	1	—	—	1
TOTAL	406	79	535	1020

COMPLAINTS OF ALLEGED DISCRIMINATION
FILED IN BOSTON OFFICE IN 1969

<i>Basis</i>	<i>Commission Complaints</i>	<i>Commission Investigation</i>	<i>Individual Complaints</i>	<i>Total</i>
Race & Color	2	42	292	336
National Origin & Ancestry	—	5	55	60
Color & National Origin	365	5	6	376
Religious Creed	—	14	14	28
Age	—	1	20	21
Sex	—	4	46	50
Color & Sex	—	—	3	3
Religious Creed & Age	—	—	1	1
Armed Services	—	—	2	2
Sex & Age	—	—	1	1
Religious Creed & Natl. Origin	—	—	1	1
Race & Natl. Origin	—	1	—	1
TOTAL	367	72	441	880

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COMPLAINTS OF ALLEGED DISCRIMINATION
FILED IN NEW BEDFORD OFFICE IN 1969

<i>Basis</i>	<i>Commission Complaints</i>	<i>Commission Investigation</i>	<i>Individual Complaints</i>	<i>Total</i>
Race & Color	3	1	22	26
Religious Creed	—	—	—	—
National Origin	—	—	5	5
Age	—	—	3	3
Color & Religious Creed	1	—	—	1
Sex	—	1	3	4
Color & Natl. Origin	—	1	—	1
TOTAL	4	3	33	40

COMPLAINTS OF ALLEGED DISCRIMINATION
FILED IN SPRINGFIELD OFFICE IN 1969

<i>Basis</i>	<i>Commission Complaints</i>	<i>Commission Investigation</i>	<i>Individual Complaints</i>	<i>Total</i>
Race & Color	—	3	36	39
Religious Creed	—	1	2	3
National Origin	—	—	13	13
Age	35	—	4	39
Sex	—	—	6	6
Color & Natl. Origin	—	—	—	—
TOTAL	35	4	61	100

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COMPLAINTS OF ALLEGED DISCRIMINATION
FILED WITH THE
MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION
IN 1969
(JURISDICTION)

<i>Basis</i>	<i>Emp.</i>	<i>PrH.</i>	<i>Public Housing</i>	<i>Pulic Accom.</i>	<i>Educ.</i>	<i>Emp. & Educ.</i>	<i>Total</i>
Race & Color	199	158	—	41	1	2	401
Religi- ous Creed	24	2	—	2	2	1	31
National Orig. & Ancestry	47	17	4	10	—	—	78
Color Natl. Origin	—	—	—	—	—	—	—
Age	371	3	1	1	—	1	377
Sex	27	—	—	1	—	—	28
Color & Sex	95	—	—	—	—	—	95
Religi- ous Creed & Age	3	—	—	—	—	—	3
Armed Services	1	—	—	—	—	—	1
Age & Sex	—	2	—	—	—	—	2
Religi- ous Creed & Color	1	—	—	—	—	—	1
Race & N.O. Color & Rel. Creed	—	—	—	—	—	—	—
TOTAL	1	—	—	—	—	—	1
	770	1	—	—	—	—	1
	770	183	5	55	3	4	1020

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Research Division
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COMPLAINTS OF ALLEGED DISCRIMINATION
FILED IN BOSTON OFFICE IN 1969

<i>Basis</i>	<i>Emp.</i>	<i>PrH.</i>	<i>Public Housing</i>	<i>Public Accom.</i>	<i>Educ.</i>	<i>Emp. & Educ.</i>	<i>Total</i>
Race & Color	171	127	—	36	1	1	336
Religious Creed	23	1	—	2	2	—	28
Color & Natl. Orig.	371	3	—	1	—	1	376
Natl. Orig. & Ancestry	42	10	—	8	—	—	60
Age	20	—	—	1	—	—	21
Sex	50	—	—	—	—	—	50
Color & Sex	3	—	—	—	—	—	3
Rel. Creed & Age	1	—	—	—	—	—	1
Armed Services	—	2	—	—	—	—	2
Sex & Age	1	—	—	—	—	—	1
Re. Creed & Natl. Orig.	1	—	—	—	—	—	1
Race & Natl. Orig.	1	—	—	—	—	—	1
TOTAL	684	143	—	48	3	2	880

COMPLAINTS OF ALLEGED DISCRIMINATION
FILED IN NEW BEDFORD OFFICE IN 1969

JURISDICTION

<i>Basis</i>	<i>Emp.</i>	<i>PrH.</i>	<i>Public Housing</i>	<i>Public Accom.</i>	<i>Educ.</i>	<i>Emp. & Educ.</i>	<i>Total</i>
Race & Color	9	14	—	2	—	1	26
Religious Creed	—	—	—	—	—	—	—
National Origin	1	—	4	—	—	—	5
Age	3	—	—	—	—	—	3
Color & Rel. Creed	—	1	—	—	—	—	1
Sex	4	—	—	—	—	—	4
Color & Nat'l. Orig.	—	—	1	—	—	—	1
TOTAL	17	15	5	2	—	1	40

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COMPLAINTS OF ALLEGED DISCRIMINATION
FILED IN SPRINGFIELD OFFICE IN 1969

JURISDICTION

<i>Basis</i>	<i>Emp.</i>	<i>PrH.</i>	<i>Public Housing</i>	<i>Public Accom.</i>	<i>Emp. & Educ.</i>	<i>Total</i>
Race & Color	19	17	—	3	—	39
Religious Creed	1	1	—	—	1	3
National Origin	4	7	—	2	—	13
Age	4	—	—	—	—	4
Sex	41	—	—	—	—	41
Color & Nat'l. Orig.	—	—	—	—	—	—
TOTAL	69	25	—	5	1	100

FINAL DISPOSITION OF CASES OPENED IN 1969
JANUARY 1, 1969 THRU DECEMBER 31, 1969

<i>Final Disposition</i>	<i>Employment</i>	<i>Private Housing</i>	<i>Public Housing</i>	<i>Public Accomoda- tions</i>	<i>Educ.</i>	<i>Total</i>
Cease & Desist	—	1	—	—	—	1
After Investiga- tion Conf.	19	33	—	4	—	56
Probable Cause	2	5	—	—	—	7
Conciliated	1	—	—	—	—	1
Lack of Probable Cause	36	17	—	6	—	59
Lack of Jurisdiction	5	3	—	—	—	8
Withdrawn	6	2	—	—	—	8
TOTAL	69	61	—	10	—	140

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FINAL DISPOSITION OF CASES OPENED IN 1969
BY OFFICE
JANUARY 1, 1969 THRU DECEMBER 31, 1969

BOSTON OFFICE

<i>Final Disposition</i>	<i>Emp.</i>	<i>PrH</i>	<i>Public Housing</i>	<i>Public Accom.</i>	<i>Educ.</i>	<i>Total</i>
Cease & Desist	—	1	—	—	—	1
After Inv. & Conference	17	28	—	4	—	49
Probable Cause	2	2	—	—	—	4
Conciliated	1	—	—	—	—	1
Lack of Probable Cause	28	15	—	5	—	48
Lack of Jurisdiction	4	1	—	—	—	5
Withdrawn	5	2	—	—	—	7
TOTAL	57	49	—	9	—	115

NEW BEDFORD OFFICE

<i>Final Disposition</i>	<i>Emp.</i>	<i>PrH</i>	<i>Public Housing</i>	<i>Public Accom.</i>	<i>Educ.</i>	<i>Total</i>
AIC	2	2	—	—	—	4
LOPC	2	1	—	1	—	4
PC	—	2	—	—	—	2
LOJ	1	1	—	—	—	2
Withdrawn	—	—	—	—	—	—
TOTAL	5	6	—	1	—	12

SPRINGFIELD OFFICE

<i>Final Disposition</i>	<i>Emp.</i>	<i>PrH</i>	<i>Public Housing</i>	<i>Public Accom.</i>	<i>Educ.</i>	<i>Total</i>
AIC	—	3	—	—	—	3
LOPC	6	1	—	—	—	7
PC	—	1	—	—	—	1
LOJ	—	1	—	—	—	1
Withdrawn	1	—	—	—	—	1
TOTAL	7	6	—	—	—	13

CASES PENDING AT THE END
OF YEAR DECEMBER 31, 1969

EMPLOYMENT:	1,559
FAIR EDUCATION:	5
PRIVATE HOUSING:	339
PUBLIC HOUSING:	7
PUBLIC ACCOMMODATION:	106
EMPLOYMENT AND EDUCATION:	4
TOTAL	2,020

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TOTAL COMPLAINTS AND INVESTIGATIONS
NOVEMBER 10, 1946-DECEMBER 31, 1969

CLOSED	_____	7262
OPEN	_____	1020
<hr/>		
TOTAL		8282

MCAD
Research Division
1969 Statistical Report

SEX AND AGE

The Division of Sex and Age Discrimination is responsible for administering all relevant sections of Chapter 151B of the *General Laws of the Commonwealth*. To this end, the Division has provided opinions, consulted with the Field Operations Division, supported legislation, attempted to educate both citizens and employers and worked in concert with other agencies.

This Division is responsible for receiving and investigating inquiries and making recommendations to the Commission regarding requests received for bona fide occupational qualification exemptions in connection with sex or age limitations on jobs.

The Commission is authorized under Chapter 151B, Section 3, to give its opinion when requested by an employer, employment agency or labor organization as to whether a proposed requirement for employment or membership in such organization is a bona fide occupational qualification.

Upon investigation by this Division, it has been learned that requests for exemptions frequently were made due to lack of knowledge of the law. After personal contacts by the Director to officials in public and private agencies instructing them regarding its provisions, in many instances the requests were withdrawn. As an example of this, some persons responsible for hiring mistakenly felt that since a male or female has always been employed on a certain job, an exemption must be requested to continue filling the job with that particular sex although the duties required could be performed by either sex.

During the year 1969, thirty-seven requests were made to the MCAD to limit certain jobs to the employment of one sex. The requests involved 233 jobs for males only and sixty jobs for females only. Of the thirty-seven requests made, thirty-two were granted exemptions by the Commission.

The age amendment to the law prohibits discrimination in employment for those between the ages of forty and sixty-five. In contrast to the large number of requests for exemptions because of sex received during the year, only three "age" exemption requests were received. Only one of these requests was granted.

An explanation seems in order for the MCAD's granting of so many sex exemption requests.

It may be noted here that the manner in which the law is written perpetuates the stereotyping of "males' jobs" and "females' jobs." The Fair Practices Act (C. 151B) administered by this Commission has included under Section 9 a "savings clause" which, in effect, creates a conflict in that another law, C. 149, supersedes the Fair Practices Act, as it relates to standards, terms and conditions of employment of females.

The "standards, terms and conditions" of employment of females includes provisions whereby women are prohibited from working over forty-eight hours per week; thus, depriving them of premium wages. In addition, women are prohibited from lifting or carrying an object weighing in excess of forty pounds.

The majority of the jobs for which exemptions were granted limiting the applicants to males were justified by the employer as requiring hours worked in excess of the forty-eight allowed females and/or responsibility of lifting weights in excess of forty pounds.

The Division maintains surveillance over job opportunities advertised in the newspapers and three other media. Employers are contacted when illegal phrasing is included in the body of the ad; they are instructed as to the provisions of the law, and advised of substitute phrasing to utilize. Illegal practice under the law in an advertisement is one which contains a specification or limitation, either direct or indirect, of sex or age.

The Commission is empowered to initiate a complaint against any employer whose advertising is found to be in violation of Chapter 151B. Several thousand such complaints have been initiated throughout the years.

Near the latter part of 1969, this Division prepared a report, at the request of the Commission, concerning the individual status of some 400 cases which were complaints against employers opened in 1968 and based upon alleged illegal help-wanted advertising. This Division subsequently was assigned the responsibility of resolving these complaints in an expedient manner.

Massachusetts newspapers are permitted to separate classified advertising of job opportunities by sex, provided a so-called "disclaimer phrase" appears in a prominent place in the classified advertising section. This phrase declares that, although the jobs are listed separately by male and female columns, such separation is done solely for the convenience of the readers and all jobs are available to both sexes unless based upon a bona fide occupational qualification.

The 1969 statistical summary of complaints filed because of age and/or sex discrimination in employment comprise about 16% of the total employment complaints filed compared to over 50% in 1968. This is no indication, unfortunately, of the general acceptance of equal treatment without discrimination regardless of age or gender.

Other factors are responsible for the paucity of complaints filed in this area. In 1968, the preponderance of complaints filed were those against employers based upon discriminatory newspaper advertising, and thus are not included in the 1969 report. In addition, the number of employers who have voluntarily complied with the laws without the necessity of complaint action by an employee cannot be estimated. Neither can the number of employees affected by these legal innovations be gauged. Another reason (and felt to be of prime importance) is the lack of knowledge of the protection provided by the laws against discrimination in employment because of sex and/or age.

During the year 1969, sixteen bills pertaining to various rights of women in employment were filed and heard before the Committee on Commerce and Labor. The bills, in essence, were designed to repeal sections of present laws, mentioned previously, which restrict the employment of women on certain jobs. Unfortunately, none of these bills received the endorsement of the Committee. Renewed efforts must be made during the next legislative session for passage of these or similar bills in order to correct what are felt to be inequities and conflicts contained in the laws.

This Division is vitally concerned with the community's lack of knowledge relative to anti-discrimination laws as they relate to sex and age. Many residents of the Commonwealth of Massachusetts who have been interviewed are unaware of the fact that Massachusetts law prohibits discrimination in employment because of sex and age (between forty and sixty-five).

Older persons forced to return to the labor market, through automation and other conditions beyond their control, continue to endure the stings of discrimination because of age.

Fallacious grounds are found to be used by employers in an attempt to rationalize their refusal to hire women for certain jobs, especially at the executive or supervisory level.

As a general rule, *equal* terms, conditions and privileges of employment must be made available for men and women alike. These include situations where men and women are employed in the same or similar classifications but receive disparate compensations; requirement for women but not men to resign after marriage; etc.

The Director of this Division works in close cooperation with other State and Federal agencies, especially those which administer statutes relating directly or indirectly to the anti-discriminatory laws. She has attended numerous meetings with some of the above-mentioned groups advising them on the provisions of the sex and/or age statutes. In addition, she has spoken to members of women's organizations, labor groups and other interested persons explaining the many ramifications of the sex and/or age laws.

FEDERAL GRANT PROGRAM

The year 1969 saw a continuation and expansion of the 1968 Equal Employment Opportunity Commission-sponsored grant program which was designed to identify and eliminate patterns and practices of discrimination in the field of employment. In 1969, for the first time in its administrative history, the Commission issued a series of complaints alleging that the named companies were engaging in a system of discrimination in their initial recruitment and hiring techniques that adversely affected members of the Black community. The decisions of the Commission, and the remedies proposed in conciliations, find their basis in an emergent body of law litigated by the Equal Employment Opportunity Commission, and upheld in the circuits of appeals. Under the grant program, the MCAD is participating in the redefinition of discrimination, and is holding unlawful any act which has the effect of discriminating against a class of people, no matter how racially neutral that act or policy may appear to be on the surface.

This past year the MCAD refined the techniques developed under the 1968 grant program and expanded the current program in the following ways. In 1968 the program was implemented by just the two staff people whose salaries were paid by the federal funds; this year Commission-initiated complaints are assigned to both field investigators and division staff, and the limited federal funds pay for the salary of a Program Coordinator. If the size and complexity of the Respondent warrant it, a "task force," whose members cut across traditional Commission field staff and division staff lines, is formed to investigate and assist in conciliation of the complaint. Along with expanding

the number of staff people involved in the process, the Commission also expanded the jurisdictional areas covered by Commission-initiated complaints to include admissions and hiring in education as well. In the employment area, the Commission is going beyond the emphasis of the 1968 grant program on initial recruitment and entry-level hiring systems, and is broadening its allegations and investigations to include promotional systems, seniority systems, and union hall referral systems. The Commission is also beginning to consider the individual complaint filed by a single person as a visible sign of a pattern and practice of discrimination that has its roots in a system that may go far beyond the set of overt circumstances that led that individual to file. Remedies are being proposed that attempt to cure not only that individual's situation, but the system that prompted his complaint initially.

The Commission has found, however, that if it hopes to solve the problem of discrimination, it cannot rely solely on the complaints brought to its attention by individuals sophisticated enough to file. The Equal Employment Opportunity Commission grant program is predicated on the assumption that many discriminatory practices are so subtly ingrained into the fabric of our society, that the individual affected may never realize he has been the victim of a covert act of discrimination. In these cases, which constitute the most insidious form of discrimination, the Commission has sought out such offenders through the use of its statutory power to file complaints itself. If a company or an institution is a low utilizer of minority group persons, there is sufficient reason for the Commission to believe there may be a pattern and practice of discrimination that operates against minority group individuals. There are many factors which produce racial imbalance in a work force, but the most prevalent ones are found in a recruitment system which confines job information to the White community, and in a hiring system which selects its applicants on the basis of non-job-related criteria which bear more heavily against minority group persons. This was found to be the case in the twenty-two complaints issued under the 1968 grant program, and the same systems are leading to Probable Cause findings in the current program. As the result of a finding of Cause issued on a complaint filed under last year's grant program against the Massachusetts Bay Transit Authority, the Federal Court in Massachusetts, on briefs filed by Massachusetts Law Reform Institute, considered the issue of a written test applied equally to Blacks and Whites, but which had a discriminatory effect on the Blacks. The Judge's opinion properly identified the discriminatory aspects of a racially neutral hiring policy, and came down very heavily against the use of such non-job-related hiring criteria. As the courts decide these issues, it will allow the Commission to effect change in the most rapid manner possible through the "conference, conciliation and persuasion" powers granted it by statute.

The MCAD acknowledges and is appreciative of the technical assistance and methodology provided by the Equal Employment Opportunity Commission under the grant program. By the end of 1969, the MCAD was well on its way toward the realization of the two-fold goal of the current grant program: the utilization of our statutory power to initiate complaints alleging a pattern and practice of discrimination and to integrate this process into overall Commission procedures.

LEGISLATIVE SCOREBOARD

Bills Filed by or on Behalf of MCAD during this Legislative Session

<i>Bill</i>	<i>Petitioner</i>	<i>Brief Summary</i>	<i>Committee</i>	<i>Report</i>
S369	Harrington	MCAD initiate Ed. Complaint	Ed.	5/11 accomp. H5544 -5/11 reported favorable referred to joint rules
S996	Harrington	Administrative Procedures of MCAD	St. Ad.	H 3/18 reported favorably; referred to Ways and Means
H113	MCAD	MCAD jurisdiction relative to Fed. Fair Housing Act	UA	5/13 read 2nd ordered 3rd.
H114	MCAD	Repeal "owner occupied 2-family dwelling" exemption	UA	5/4 H motion to recon. negative
H306	McGlynn, Quinn	Principal liable for discriminatory acts of agent	Jud.	4/27 reported fav. placed in O.D. next sess. 4/28 next annual sess. negative.
H2990	Finnegan & Quinn	MCAD to oversee state contracts	St. Ad.	4/22 reported fav., referred to Ways & Means
H3019	Liederman, Quinn	Investigations of Fair Housing complaints	UA	5/13 S. Laid on table

PUBLIC HEARINGS

THE COMMONWEALTH OF MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

SOLOMON J. UPSHAW

AGAINST
CITY OF BOSTON and
CITY OF BOSTON POLICE DEPARTMENT
and POLICE COMMISSIONER
EDMUND L. McNAMARA,
Respondents

Complainant

Findings of Fact and
Conclusions of Law
and Order

Complaint No. XXIII-50-C

Upon all the evidence at the hearing herein the Massachusetts Commission Against Discrimination, by Erna Ballantine, Hearing Chairman, and Hearing Commissioners Ben G. Shapiro and John F. Albano finds that the respondents, City of Boston and City of Boston Police Department and Police Commissioner Edmund L. McNamara, have not engaged in unlawful discrimination in violation of Chapter 151B, section 4, paragraph 1 of the General Laws of Massachusetts, and states its findings as follows:

Findings of Fact

1. The complainant is Mr. Solomon J. Upshaw of 113 Ellington Street, Dorchester, Massachusetts. He is non-White.

2. The complainant took a civil service examination in March of 1966 for a position as a patrolman in the Boston Police Department. He passed this examination and was certified for an eligible list by the Massachusetts Division of Civil Service. The respondent Police Commissioner Edmund L. McNamara selected about 60 applicants from this list but did not select the complainant.

3. The complainant has a criminal record, consisting of a conviction for assault and battery in 1960 and for illegal possession of a firearm in 1964. He received a full pardon from the Governor of the Commonwealth of Massachusetts for the latter conviction in September, 1967.

4. The respondent Police Commissioner Edmund L. McNamara met with the complainant on August 9, 1968 and heard complainant's explanation of facts underlying his criminal record.

5. The respondent Police Commissioner McNamara has refused to appoint as patrolmen a number of men from various eligible lists because of criminal records less serious than the complainant's, and no one with a criminal record similar to that of the complainant has been appointed a patrolman by the Police Commissioner.

6. The respondent Boston Police Department has established and is expanding a program of recruitment of members of minority groups for jobs as Boston Police Officers and Boston Police Cadets.

Conclusion of Law

1. The course of conduct of the respondents, City of Boston, City of Boston Police Department, and Police Commissioner Edmund L. McNamara with respect to the complainant, Mr. Solomon J. Upshaw, was not such as to constitute unlawful discrimination under the General Laws of Massachusetts.

Order

The complaint is hereby dismissed.

In accordance with the provisions of section 6 of Chapter 151B of the General Laws of Massachusetts, any complainant, respondent or person aggrieved by such Order of the Commission may obtain judicial review thereof. Such proceeding must be instituted within thirty (30) days after the service of this Order.

/s/ Erna Ballantine

ERNA BALLANTINE
Hearing Chairman

/s/ Ben G. Shapiro

BEN G. SHAPIRO
Hearing Commissioner

/s/ John F. Albano

JOHN F. ALBANO
Hearing Commissioner

Dated: 19 February 1969

THE COMMONWEALTH OF MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

LESLIE M. ROBINSON

AGAINST

NORMAN J GAMACHE and
ROLANDE GAMACHE

Complainant

Complaint No. PrH IX-21-C

Respondents

This cause came on for further hearing before Hearing Chairman Ben G. Shapiro and Hearing Commissioner Erna Ballantine and after stipulation by counsellors for the parties that the respondents failed to offer the housing accommodations at 61 Clinton Street, Fitchburg, to the complainant when it became vacant as ordered previously by the Commission, the following order was consented to by the respondents:

Order

1. That the respondents, agents, servants and employees take immediate steps to make available to the complainant forthwith, the first floor apartment at 61 Clinton Street, Fitchburg, Massachusetts, and together with driveway parking, said premises to be in habitable condition and in compliance with all relevant provisions of Article II of the State Sanitary Code prescribing minimum standard of fitness for human habitation.

2. That in or within 7 days from the date hereof, the respondents or their attorneys acting in their behalf, shall cause a Notice to Quit to be delivered and served upon the present occupants of said first floor apartment, thereby terminating said tenancy in the shortest possible time commensurate with provisions of law.

3. In the event that the respondents shall fail or refuse to deliver up said premises on the date stated in the Notice to Quit, the respondents or their attorneys acting in their behalf shall immediately commence action of Summary Process in the District Court having jurisdiction over the premises and shall thereafter and with deliberate speed proceed to trial.

4. That the respondents and their attorneys advise the Trial Court in the action for Summary Process of the existence of this order and that the Commission ordered the premises to be made available to the complainant as soon as possible.

5. That the respondents, after obtaining possession of the premises, make due inspection of same and render harmless and repair all conditions in violation of Article II of the State Sanitary Code.

6. That the respondents or their attorneys provide the Compliance Division of this Commission with duplicate copies of all notices, writs and other instruments filed in Court, at the time that the same are mailed and filed, as the case may be, and to provide said division continuing reports concerning the respondents' progress in making available to the complainant said premises.

7. That the respondents notify the Commission at its offices at 120 Tremont Street, Boston within 7 days from the date hereof as to the steps respondents have taken to comply with their order and thereafter each week until the respondents should have reported that complainants have taken possession of said premises.

8. That the premises shall be occupied by, in their capacity as tenants, Mr. and Mrs. Clarence W. Robinson and their two children.

9. That the rental shall be \$85.00 per month subject to any necessary increase based upon proportionate increase for the second and third floors and that all utilities shall be paid by the complainant.

This order is hereby assented to by the undersigned:

/s/ Norman J. Gamache
NORMAN J. GAMACHE
Respondent

/s/ Ben G. Shapiro
BEN G. SHAPIRO
Hearing Chairman

/s/ Rolande L. Gamache
ROLANDE GAMACHE
Respondent

/s/ Erna Ballantine
ERNA BALLANTINE
Hearing Commissioner

Date: 14 April 1969

THE COMMONWEALTH OF MASSACHUSETTS
COMMISSION AGAINST DISCRIMINATION

MABLE COHEN
12 Maple Street
Auburndale, Massachusetts

AGAINST

ORAZIO VITTI
99 Bemis Street
Newton, Massachusetts

Complainant

Respondent

Findings of Fact
Conclusions of Law
and Order

Complaint No. PrH X-87-C

Upon all the evidence at the hearing herein the Massachusetts Commission Against Discrimination, by Erna Ballantine, Hearing Chairman and Hearing Commissioner Gilbert H. Caldwell, finds that the respondent, Orazio Vitti, has engaged in unlawful discrimination as defined in Chapter 151B, section 4, paragraph 7 of the General Laws of Massachusetts and states its findings as follows:

Findings of Fact

1. The complainant, Mable Cohen, non-White, presently resides at 12 Maple Street, Auburndale, Massachusetts, and at the time of the events hereinafter described was living at the Y.W.C.A. in Cambridge, Massachusetts. She has been employed since August, 1968, as a school teacher at Weeks Junior High School in Newton, Massachusetts.

2. At or about 3:30 p.m. on Friday, September 27, 1968, in response to an ad in the Waltham News-Tribune, the complainant, in the company of Mrs. Elaine Inker, White, went to an apartment building at 15 Clinton Street in Waltham, Massachusetts. This building was just being completed and was and is owned and run by the respondent, Orazio Vitti.

3. The complainant and Mrs. Inker found the respondent Mr. Vitti in the basement and Mrs. Inker introduced herself as the person who had called up to make the appointment and Miss Cohen asked to see the apartments available. Mr. Vitti pointed to an apartment on the same floor and said they could inspect it. The complainant and Mrs. Inker looked at the apartment and Miss Cohen then told Mr. Vitti that she was interested in it.

4. Mr. Vitti then told the complainant that she would have to fill out an application, that he did not have any with him, and that she would also have to provide references. Arrangements were made for the complainant to pick one up later from Mr. Vitti's home. Mr. Vitti informed the complainant that other people were applying for the apartment and that the references would be checked.

5. The complainant and Mrs. Inker called the Vitti residence late in the afternoon of the same day and they arranged to go there in the evening to get an application. When they arrived Mr. Vitti gave the complainant a printed rental application form which she completed and returned to him. Mr. Vitti said that he would check the references and stressed the fact that he had more applicants than apartments and that he would rent on a first-come, first-served basis, provided the references were satisfactory. The complainant left a deposit of 12 dollars, for which she got a receipt. Mr. Vitti indicated that two apartments were available, one in the basement and one on the second floor. He also said that his decision would be made by Sunday night, and that the complainant could telephone him at that time to find out. The complainant and Mrs. Inker then left.

6. The complainant called Mr. Vitti on Sunday evening, at which time he informed her that the references of the other people had been approved and that all the apartments were rented. In fact, no references of anyone who had expressed an interest in these apartments at that time had been checked.

7. At the time that the complainant and Mrs. Inker first came to 15 Clinton Street in Waltham, Mr. Vitti had discussed renting the basement apartment with a Raymond Savoie, and he signed a lease renting the basement apartment to Mr. Savoie on September 30, 1968. Mr. Vitti received no completed rental application form from Mr. Savoie and did not check any references respecting his financial reliability. He did, however, have the opportunity to observe Mr. Savoie at work for two or three days as a house painter.

8. There were no pending written applications for the second-floor apartment being considered by Mr. Vitti when the complainant made application for it and when he told her that there were more applicants than apartments available.

9. Mrs. Inker, sometime before she and the complainant went to 15 Clinton Street, Waltham, to view the apartment building, was in touch with Mrs. Ena A. Lorant of 21 Walden Street, Newtonville, Massachusetts.

10. At or about 4 o'clock on Friday, September 27, 1968, shortly after the visit by Mrs. Inker and the complainant to 15 Clinton Street, Mrs. Lorant, White, went there and conveyed to Mr. Vitti an interest in renting an apartment for her sister. Her purpose was not to rent the apartment but to test the respondent Mr. Vitti for unlawful discrimination against the complainant Miss Cohen. Mr. Vitti showed Mrs. Lorant the second floor apartment, and Mrs. Lorant asked him how she could go about renting it for her sister. Mr. Vitti told her that the usual way was to leave a month's deposit. She told him that she only had ten dollars and asked whether that would be all right, to which he replied that it would, provided that Mrs. Lorant came back the next day and signed the lease. Mrs. Lorant then wrote a receipt, which was signed by Mr. Vitti, saying

"lease to be signed tomorrow." Before this document was signed Mrs. Lorant was not asked to fill out an application form nor to provide references.

11. Mrs. Lorant went to the Clinton Street apartment building the next day, September 28, and told Mr. Vitti that her husband did not want to have her sign the lease. Mr. Vitti asked for more money deposited and accepted another ten dollars. He then asked her to fill out an application, which Mrs. Lorant did, and said that she should put down the date as September 27 because there would be other people looking at the apartment and he wanted them to understand that it was rented to her.

12. As of October 1, 1968, the complainant Mable Cohen was ready, willing and able to move into the premises at 15 Clinton Street in Waltham which was being offered at 160 dollars per month. Between October 1 and October 19, when she obtained an apartment elsewhere, the complainant spent approximately 40 hours looking for an apartment. During this time the complainant lived at the Cambridge Y.W.C.A. and paid 6 dollars per night. The complainant ate at restaurants during this period at approximately \$3.25 per day. Since the complainant has moved into an apartment it has cost her less than 2 dollars per day eating at home. The complainant also incurred travel expenses of \$4.50 in looking for an apartment between October 1 and 19 and telephone expenses of \$4.90.

13. The complainant generally works 40 hours per week at her job as a teacher in the Newton School system for which she is paid approximately 180 dollars per week.

14. If the complainant had not been non-White the respondent Mr. Vitti would not have denied her the apartment at 15 Clinton Street in Waltham.

15. The respondent's refusal to rent to the complainant because she was non-White caused her considerable frustration and humiliation.

Conclusions of Law

1. The apartment in question in this proceeding located at 15 Clinton Street in Waltham, Massachusetts comes within section 1 of Chapter 151B of the General Laws of Massachusetts.

2. The course of conduct of the respondent Orazio Vitti with respect to the complainant Mable Cohen was such as to discriminate against her on account of her race and color in violation of General Laws c. 151B, §4 (7).

Order

On the basis of the foregoing and pursuant to General Laws, c. 151B, §5, it is hereby ORDERED, by the Massachusetts Commission Against Discrimination, that the respondent, his agents and servants:

1. Henceforth and in the future cease and desist and refrain from making any inquiry, distinction, discrimination or restriction on account of race, color, religion or national origin or ancestry in the rental or offering for rent any housing accommodations owned or controlled by him and from denying, on the basis of race, color, religion or national origin or ancestry the opportunity to rent or lease or negotiate for the rental or lease of said housing accommodations.

2. Pay to the complainant the sum of \$350.00. The damages are computed as follows:

Actual damages	100.00
Inconvenience occasioned by continuing to search for an apartment and mental suffering	250.00
	\$350.00

3. Report to this Commission within thirty days from date of service of this order on what steps respondent has taken or is then taking to comply with the foregoing order.

/s/ Erna Ballantine
ERNA BALLANTINE
Hearing Chairman

/s/ Gilbert H. Caldwell
GILBERT H. CALDWELL
Hearing Commissioner

Date: Boston May 2, 1969

THE COMMONWEALTH OF MASSACHUSETTS
COMMISSION AGAINST DISCRIMINATION

MABLE COHEN

Complainant

Against

MARION J. CHURCHILL and
CLEMENT J. CHURCHILL

Respondents

Findings of Fact
Conclusions of Law
and Order

Complaint No. PrH X-81-C

Upon all the evidence at the hearing herein the Massachusetts Commission Against Discrimination, by Erna Ballantine, Hearing Chairman and Hearing Commissioners Ben G. Shapiro and David Burres, finds that the respondent, Marion J. Churchill, has engaged in unlawful discrimination as defined in Chapter 151B, section 4, paragraph 6 of the General Laws of Massachusetts and states its findings below. The Massachusetts Commission Against Discrimination further finds that the respondent, Clement J. Churchill, took no part in the said discrimination.

Findings of Fact

1. The complainant, Mable Cohen, non-White, presently lives at 12 Maple Street, Auburndale, Massachusetts, and at the time of the events hereinafter described was living at the Y.W.C.A. in Cambridge, Massachusetts. She was then and has been since 1968 employed as a teacher at Weeks Junior High School in Newton, Massachusetts.

2. At about 10:00 p.m. on Saturday, September 21, 1968, in response to a rental advertisement in *The Boston Sunday Globe* the complainant Mable Cohen called the respondent's telephone number and made an appointment to see an apartment at 18 Upcrest Road, Brighton, Massachusetts, the residence of the respondents, the next morning at 10:00 a.m.

3. The complainant, in the company of her sister, Ethel, arrived at 18 Upcrest Road at or about the appointed time. The complainant was shown the apartment by the respondent Mrs. Churchill and she told the latter that she wanted to rent the premises. Mrs. Churchill informed her that she did not intend to rent the apartment on that day, Sunday, but on the following day after checking the references of all applicants. Miss Cohen was the first applicant for the apartment, and she left the name of the Weeks Junior High School with Mrs. Churchill. It was arranged that Mrs. Churchill would call her on the following day. Miss Cohen was not asked to leave a deposit.

4. Shortly after Miss Cohen left 18 Upcrest Road, Brighton, an applicant for the apartment named Miss Dawson, White, arrived. Miss Dawson was shown the premises by the respondent Mrs. Churchill and informed the latter that she was interested in renting. Mrs. Churchill told Miss Dawson at that time that she could have the apartment, although she had told Miss Cohen that she did not intend to rent it until Monday after checking references.

5. The complainant on her own initiative called the respondents' telephone number at about 2:00 p.m. on the same Sunday, September 22, and spoke with Mrs. Churchill without identifying herself. She asked if the advertised apartment was still available and was informed that it had been rented at 10:30 that morning.

6. Mrs. Churchill did not check the references of either applicant on Sunday, September 22, 1968, and she checked no references before she rented the apartment.

7. As of October 1, 1968, the complainant Mable Cohen was ready, willing and able to move into the premises at 18 Upcrest Road in Brighton, which was being offered at 120 dollars per month. Between September 22 and October 16, when she obtained an apartment elsewhere, the complainant spent approximately 48 hours looking for an apartment. The gross annual wages of the complainant now is and was at the time of the above described events 8,600 dollars.

8. The only reason why the premises at 18 Upcrest Road were denied the complainant Miss Cohen was because she is non-White.

Conclusions of Law

1. The apartment in question in this proceeding, located at 18 Upcrest Road in Brighton, Massachusetts, comes within section 1 of Chapter 151B of the General Laws of Massachusetts.

2. The course of conduct of the respondent Mrs. Marion Churchill with respect to the

complainant Mable Cohen was such as to amount to unlawful discrimination on account of race and color in violation of General Laws Chapter 151B, section 4.

Order

On the basis of the foregoing and pursuant to General Laws, c. 151B, § 5, it is hereby ORDERED by the Massachusetts Commission Against Discrimination that the respondent Marion J. Churchill her agents and servants:

1. Henceforth and in the future cease and desist and refrain from making any inquiry, distinction, discrimination or restriction on account of race, color, religion or national origin or ancestry in the rental or offering for rent of any housing accommodations owned or controlled by her and from denying, on the basis of race, color, religion or national origin or ancestry the opportunity to rent or lease or negotiate for the rental or lease of said housing accommodations.

2. Pay to the complainant the sum of \$175.00.

3. Notify this Commission within thirty (30) days from date of service of this Order on what steps respondent has taken or is then taking to comply with the foregoing order.

The action against respondent Clement J. Churchill is hereby dismissed.

In accordance with the provisions of section 6, Chapter 151B of the General Laws, any complainant, respondent or person aggrieved by such Order of the Commission may obtain judicial review thereof. Such proceeding must be instituted within thirty (30) days after the service of this Order.

In accordance with section 5 of Chapter 151B of the General Laws, any person claiming to be aggrieved by an award of damages may, within ten days of such notice of award, bring a petition for review of such award.

/s/ Erna Ballantine
ERNA BALLANTINE
Hearing Chairman

/s/ Ben G. Shapiro
BEN G. SHAPIRO
Hearing Commissioner

/s/ David Burres
DAVID BURRES
Hearing Commissioner

Dated 6/23/69

THE COMMONWEALTH OF MASSACHUSETTS
COMMISSION AGAINST DISCRIMINATION

JACQUELINE VAUGHAN
158 Walnut Avenue
Roxbury, Suffolk County

AGAINST
A.E. BORDEN COMPANY, INC.
1380 Boylston Street
Boston, Suffolk County

Complainant

Respondent

Findings of Fact and
Conclusions of Law
and Order

Complaint No. XXIII-60-C

Upon all the evidence at the hearing herein the Massachusetts Commission Against Discrimination, before Ben G. Shapiro, Hearing Chairman and Hearing Commissioner David Burres, finds that the respondent, A.E. Borden Company, has not engaged in unlawful discrimination in violation of Chapter 151B, section 4, paragraph 1 of the General Laws of Massachusetts and states its findings as follows:

Findings of Fact

1. The complainant is Mrs. Jacqueline Vaughan of 158 Walnut Avenue, Roxbury, Massachusetts. Mrs. Vaughan is non-White.
2. On January 10, 1968, Mrs. Vaughan was hired by Mr. Robert Lee, general manager of the A.E. Borden Company, Inc., to fill the position of ozalid operator.
3. After having performed well for approximately three months in this position Mrs. Vaughan was offered a new position with a substantial increase in pay as a telex operator by Mr. Lee, which she accepted.
4. Two or three weeks after Mrs. Vaughan assumed her new duties she began to encounter some problems in her relationship with Priscilla Dillarkey, one of the other girls in her office. On one occasion Mrs. Vaughan sought advice from Miss Dillarkey on a certain order form with which she was having trouble. Miss Dillarkey took the form from Mrs. Vaughan without looking up or saying a word and handed it to another employee who helped Mrs. Vaughan with it. On another occasion, Mrs. Vaughan overheard Miss Dillarkey say to a Miss Kathy Drams, one of the girls who had given assistance to Mrs. Vaughan in her new job, "The idea is not to help her." As a general rule, however, the majority of the employees in Mrs. Vaughan's office were very helpful and assisted her quite often.
5. The fact that Mrs. Vaughan was having trouble getting along with Miss Dillarkey soon came to the attention of Mr. Joseph Weider, comptroller and personnel manager. Mr. Weider went to Mr. Frank Tanzi, department manager, and asked him to look into the matter. Mr. Tanzi spoke to the two ladies involved and thereafter an improvement in their relationship was apparent.
6. During the months that followed Mrs. Vaughan had occasional personal conversations with Mr. Weider but she made no mention to him of any problems she was encountering with the other employees. Mrs. Vaughan never approached Mr. Lee, the man who had hired and promoted her, with regard to her problems with fellow employees. However, on August 23, 1968, all three non-White employees Mrs. Vaughan, Don Marshall and Bob Peterson met with Mr. Weider, Mr. Tanzi and the assistant shop foreman, Mr. Joseph Tadisco. At the meeting the three Black employees complained that they were being ignored by the White employees and that some of the Whites acted as though they didn't exist. At no time did any of the three Black employees charge that any members of management had ever said or done anything to cause them to believe that prejudice existed at the management level. As a result of this meeting, Mr. Weider took under consideration a proposal that there be a meeting of the entire company to discuss these matters and wrote an article in the company newspaper asking for an extra effort on the part of all employees in providing a harmonious atmosphere in which to work.
7. Notwithstanding these efforts Mrs. Vaughan did in fact accumulate a record of days absent from her job. On September ninth, 1968, Mr. Weider informed Mrs. Vaughan that her employment was terminated because she was absent from work, some of the time without notice to her employer, an excessive number of days.
8. Mrs. Vaughan's employment was terminated because of excessive absenteeism rather than because of her race or color.

Conclusion of Law

1. The course of conduct of the respondent, A.E. Borden Company, Inc., through its officers and management, with respect to the complainant, Mrs. Jacqueline Vaughan, did not constitute unlawful discrimination under the General Laws of Massachusetts.

Order

The complaint is hereby dismissed.

In accordance with the provision of section 6, Chapter 151B of the General Laws, any complainant, respondent or person aggrieved by such order of the Commission may obtain judicial review thereof. Such proceeding must be instituted within thirty (30) days after the service of this Order.

Dated at Boston:
August 22, 1969

/s/ Ben G. Shapiro
BEN G. SHAPIRO
Acting Hearing Chairman

/s/ David Burres
DAVID BURRES
Hearing Commissioner

THE COMMONWEALTH OF MASSACHUSETTS
COMMISSION AGAINST DISCRIMINATION

ROBERT PETERSON
85 Willowwood Street
Roxbury, Massachusetts

Complainant

AGAINST
A.E. BORDEN COMPANY, INC.
1380 Boylston Street
Boston, Suffolk County

Respondent

Complaint No. XXIII-61-C

This cause came on for hearing before Hearing Chairman Ben G. Shapiro and Hearing Commissioner David Burres but the complainant failed to appear to go forward with his case.

Order

The complaint is hereby dismissed.

In accordance with the provisions of section 6, Chapter 151B of the General Laws, any complainant, respondent or person aggrieved by such order of the Commission may obtain judicial review thereof. Such proceeding must be instituted within thirty (30) days after the service of this Order.

DATED AT BOSTON:

August 22, 1969

/s/ B. G. Shapiro

BEN G. SHAPIRO
Acting Hearing Chairman

/s/ David Burres

DAVID BURRES
Hearing Commissioner

THE COMMONWEALTH OF MASSACHUSETTS
COMMISSION AGAINST DISCRIMINATION

On Relation of
Nathaniel Coplin

Complainant

AGAINST
James L. and Dianne Y. Godbout and
Frank Marotta, Treasurer
Adams' Real Estate of Burlington, Inc.

Respondents

Findings of Fact
Conclusions of Law
and Order

Complaint No. PrH X-65-C

This cause came on for hearing before the Massachusetts Commission Against Discrimination, before Hearing Chairman Erna Ballantine, and Hearing Commissioners Ben G. Shapiro and David Burres. Upon consideration of all the evidence, Commissioners Burres and Shapiro set forth their findings, conclusions and orders as follows:

Findings of Fact

1. The complainant, Nathaniel Coplin, resides at 22 Danube Street, Dorchester, Massachusetts. He is married and the father of one child. Mr. Coplin is non-White.

2. The respondents are Mr. James L. Godbout and Mrs. Dianne Y. Godbout who reside at 33 Forest Park Avenue, North Billerica, Middlesex County and Frank Marotta, Treasurer, Adams' Real Estate of Burlington, Inc., 36 Winn Street, Burlington, Middlesex County.

3. In early April, 1968, Mr. and Mrs. Godbout authorized Adams' Real Estate to act as their agent in selling their house at 33 Forest Park Avenue, North Billerica, Middlesex County. Mr. and Mrs. Godbout desired to obtain a sale that would net them \$20,000 after deduction of broker's fees.

4. Adams' Real Estate, through employee John DeMacco, showed said house to the complainant and his family on April 5, 1968. The complainant signed a purchase and sale agreement with Adams' Real Estate and left with the company a promissory note for \$500 which they later redeemed on April 9, 1968.

5. The purchase and sale agreement as drafted by Adams' Real Estate did not satisfy Mr. and Mrs. Godbout because after deduction of commissions, points and penalties, it netted them \$1,000 less than they desired. Some time in the last week of April, after a three-week negotiating period, Mr. and Mrs. Godbout signed a purchase and sale agreement.

6. On May 1, 1968, Mr. and Mrs. Godbout signed an agreement and deposited \$500 with Mr. Paul Feeney of Melrose, Massachusetts, to purchase the Feeney house at 24 Ashcroft Road, Melrose on July 15, 1968.

7. On May 21, 1968, the complainant Coplin received a copy of the signed purchase and sale agreement providing for the passing of papers at 3:00 p.m. on July 6, 1968.

8. In preparation for the sale, the Veterans Administration had begun to appraise the Godbout property. Their appraisal was \$200 lower than Mr. and Mrs. Godbout's asking price. The Godbouts refused to go that low. The Real Estate Agency, refusing to absorb the loss, informed the complainant that in order to consummate the deal he must secure a mortgage loan of four points and suggested that he apply for such a loan to the Washington Savings Bank in Lowell.

9. The complainant applied for a loan from said bank between June 10 and June 15, 1968.

10. Complainant then secured a promise from Mr. Donald Sneed, President of the Unity Bank and Trust Co. in Boston, Massachusetts, that he would assist him in securing a loan.

11. Mr. and Mrs. Godbout, doubtful of complainant's ability to obtain a loan, made an agreement with one Mr. and Mrs. Daniels, who are White, to sell said house to them on July 10, 1968 unless complainant could obtain a loan by July 6, 1968.

12. On June 16, 1968 when the complainant visited the Adams' Real Estate Co. he was presented by Mr. Marotta a form to sign that would release Mr. and Mrs. Godbout from the agreement of April 6, 1968. The complainant refused to sign it.

13. Some time in the last week of June Mr. Godbout notified Mrs. Coplin of their desire to obtain a release from the purchase and sale agreement of April 6, 1968.

14. On July 1, 1968, Mr. Coplin filed a suit for \$5,000 for breach of contract, attaching said property.

15. On July 6, 1968 respondents Mr. and Mrs. Godbout were ready, willing and able to pass papers. However, complainant had not obtained a loan as of that date.

16. Through negotiations between attorneys for Mr. and Mrs. Coplin and Mr. and Mrs. Godbout an agreement was reached granting Mr. and Mrs. Coplin a thirty day extension until August 6, 1968 to obtain a loan.

17. On August 6, 1968, Mr. Godbout went to the Registry of Deeds in Lowell, Massachusetts, ready, willing and able to sell the said house. The complainant had not been successful in obtaining a loan as of that date.

Conclusions of Law

1. The apartment at 33 Forest Park Avenue, North Billerica comes within the definition of "other covered housing accommodations" within the meaning of the Massachusetts General Laws, Chapter 151B.

2. Respondents, Mr. and Mrs. James L. Godbout and Mr. Frank Marotta, Treasurer of Adams' Real Estate of Burlington, Inc. did not discriminate against the complainant on account of complainant's color, and therefore did not violate G.L. Chapter 151B, §4 (6).

3. The orders herein made will effectuate the purposes of G.L. Chapter 151B.

Order

Upon the basis of the foregoing Findings of Fact and pursuant to section 5, Chapter 151B of the General Laws of Massachusetts, it is hereby ORDERED that the complaint is hereby dismissed.

Commissioner Ballantine dissents from the above and sets forth her findings and conclusions as follows:

The majority has found that the respondents have not engaged in unlawful

discrimination in violation of Massachusetts General Laws C. 151B, sec. 4. I do not concur with the conclusion that a violation of the Fair Practices Act as it relates to private housing has not been established in this case. I think the conclusion is clearly wrong. Therefore, from the finding of the majority, Commissioners Shapiro and Burres, I must dissent.

I find, based upon all the evidence adduced at the hearing herein, that the actions of the respondents constituted unlawful discrimination under the laws of Massachusetts. There is substantial evidence and testimony in the record, uncontraverted, unrebutted or unexplained, that the respondents, owner and agents, did not effect the sale of the property to the complainant because he and his children were non-White. I base my finding to a substantial degree on the testimony of the complainant's wife, who was articulate, clear, confident and totally credible.

However, in my findings and ultimate conclusion, I look to the statutes relating to the operation of this Commission which provides that the Commissioners may rely on their expertise derived from years of experience in dealing with the problems of racial discrimination in housing and other areas. It is my opinion that the signed contract is positive proof of an original intent to sell, but the numerous subsequent attempts to break that contract or to get a release leave only a singular, clear and strong inference — blatant racial discrimination.

I will concede that there was testimony concerning negotiations between the parties over a two hundred dollar difference. It is my opinion that this figure is insignificant, when compared to a total sale price in excess of twenty thousand dollars. Also, there was uncontraverted testimony that the complainant's wife, in an attempt to expedite the sale, offered the respondents two hundred dollars in cash. I am very persuaded by this.

In addition, the fact that the owner may have been willing to sell, but his statement that it was the neighbors' concern and anxiety of the complainant's race has no force in reason or law.

Finally, there was a reasonable inference from the facts that the discriminatory decision not to sell was even more invidious. It is apparent that complainant was not only refused because he was Black, but also refused because he was married to a White person.

I conclude that the refusal by the respondents to sell the property was based upon the complainant's race and such refusal constitutes a discriminatory act prohibited by the laws of this Commonwealth.

Based upon the above, I dissent. The ORDER should have been against both respondents.

General Laws, Chapter 151B, section 6 provides in pertinent part, "Any complainant, respondent or other person aggrieved by such order of the Commission may obtain judicial review thereof, and the Commission may obtain an order of court for its enforcement, in a proceeding as provided in this section A proceeding under this section . . . must be instituted within thirty (30) days after the service of the Order of the Commission."

/s/ Erna Ballantine

ERNA BALLANTINE
Hearing Chairman

/s/ Ben G. Shapiro

BEN G. SHAPIRO
Hearing Commissioner

/s/ David Burres

DAVID BURRES
Hearing Commissioner

Dated: September 10, 1969

PUBLIC HOUSING SURVEY STATISTICS

One of the areas over which the Commission has jurisdiction is that pertaining to public housing accommodations. To determine compliance with the Law the Commission annually reviews the tenant selection procedures for each of the thirty-three public housing authorities throughout the Commonwealth, and in this way exercises the maximum measures to insure equal opportunity for public housing for every citizen regardless of race, color, creed or religion.

Part of the review entails a census of the non-White and Spanish-speaking families in occupancy in the development under the control of the housing authorities throughout the Commonwealth.

This year's statistics, reproduced hereinafter, cite the number of non-White and Spanish-speaking families in occupancy as of December 31, 1969.

ARLINGTON HOUSING AUTHORITY

	<i>No. of Units</i>	<i>No. Negro Families</i>			<i>No. Spanish-Speaking</i>	
		<i>1967</i>	<i>1968</i>	<i>1969</i>	<i>1968</i>	<i>1969</i>
STATE PROGRAM	176	1	0	172	0	0
HOUSING FOR THE ELDERLY State Program	172	-	0	0	0	0

BARNSTABLE HOUSING AUTHORITY

STATE PROGRAM	7	18	4	3	0	0
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BOSTON HOUSING AUTHORITY

STATE PROGRAM	3,669	430	568	570	0	0
FEDERAL PROGRAM	10,066	3,462	3,748	3,479	0	0
HOUSING FOR THE ELDERLY	706	74	15	243	0	0

BROCKTON HOUSING AUTHORITY

STATE PROGRAM	174	26	18	19	0	0
FEDERAL PROGRAM	224	17	89	80	0	0
HOUSING FOR THE ELDERLY						
State Program	234	2	3	3	0	0
Federal Program	200	0	3	3	0	0

BROOKLINE HOUSING AUTHORITY

STATE PROGRAM	291	79	1	1	1	0
FEDERAL PROGRAM	100	159	0	0	0	0
HOUSING FOR THE ELDERLY						
State Program	60	0	0	0	0	0
Federal Program	100	0	0	1	0	0

CAMBRIDGE HOUSING AUTHORITY

STATE PROGRAM	712	0	92	130	1	3
FEDERAL PROGRAM	981	0	167	198	6	10
HOUSING FOR THE ELDERLY						
Federal Program	67	0	4	0	0	0

CHELSEA HOUSING AUTHORITY

	<i>No. of Units</i>	<i>No. Negro Families</i>		<i>No. Spanish-Speaking</i>		
		<i>1967</i>	<i>1968</i>	<i>1969</i>	<i>1968</i>	<i>1969</i>
STATE PROGRAM	294	0	0	0	0	0
FEDERAL PROGRAM	200	5	5	3	0	2
HOUSING FOR THE ELDERLY						
State Program	56	0	0	0	0	0

CHICOPEE HOUSING AUTHORITY

STATE PROGRAM	226	0	0	0	1	0
FEDERAL PROGRAM	205	19	19	8	0	2
HOUSING FOR THE ELDERLY						
State Program	302	0	0	0	0	0
Federal Program	102	0	0	0	0	0

CLINTON HOUSING AUTHORITY

STATE PROGRAM	34	0	1	1	0	0
FEDERAL PROGRAM	100	0	7	7	5	5
HOUSING FOR THE ELDERLY						
State Program	86	0	0	0	0	0

EVERETT HOUSING AUTHORITY

STATE PROGRAM	392	24	0	5	0	0
HOUSING FOR THE ELDERLY						
State Program	40	0	0	0	0	0
Federal Program	120	1	0	1	0	0

FALL RIVER HOUSING AUTHORITY

STATE PROGRAM	427	0	5	5	0	0
FEDERAL PROGRAM	879	0	36	23	0	4
HOUSING FOR THE ELDERLY						
State Program	152	0	0	1	0	0
Federal Program	240	0	0	0	0	0

FALMOUTH HOUSING AUTHORITY

	<i>No. of Units</i>	<i>No. Negro Families</i>			<i>No. Spanish-Speaking</i>	
		1967	1968	1969	1968	1969
HOUSING FOR THE ELDERLY						
State Program	54	0	1	2	0	0

FITCHBURG HOUSING AUTHORITY

STATE PROGRAM	160	0	0	1	0	1
FEDERAL PROGRAM	40	0	0	1	0	0
HOUSING FOR THE ELDERLY						
State Program	104	0	1	0	0	0
Federal Program	100	0	0	0	0	1

FRAMINGHAM HOUSING AUTHORITY

STATE PROGRAM	110	1	4	2	0	0
FEDERAL PROGRAM	75	0	3	0	0	0
HOUSING FOR THE ELDERLY						
State Program	170	2	2	2	0	0
Federal Program	125	3	3	3	0	0

HOLYOKE HOUSING AUTHORITY

STATE PROGRAM	219	32	38	22	1	1
FEDERAL PROGRAM	479	142	95	78	19	22
HOUSING FOR THE ELDERLY						
State Program	82	0	0	0	0	0
Federal Program	250	1	14	1	20	0

LAWRENCE HOUSING AUTHORITY

STATE PROGRAM	451	80	15	15	65	59
FEDERAL PROGRAM	500	20	15	14	5	15
HOUSING FOR THE ELDERLY						
Federal Program	409	0	0	5	0	0

LOWELL HOUSING AUTHORITY

	<i>No. of Units</i>	<i>No. Negro Families</i>			<i>No. Spanish-Speaking</i>	
		1967	1968	1969	1968	1969
STATE PROGRAM	292	19	35	20	0	10
FEDERAL PROGRAM	1,074	29	23	36	11	0
HOUSING FOR THE ELDERLY						
State Program	63	0	0	0	0	0
Federal Program	140	0	0	0	0	0

LYNN HOUSING AUTHORITY

STATE PROGRAM	524	0	94	85	10	10
FEDERAL PROGRAM	292	0	49	52	5	6
HOUSING FORTHE ELDERLY						
State Program	212	0	2	2	0	0
Federal Program	176	0	1	2	0	0

MALDEN HOUSING AUTHORITY

STATE PROGRAM	220	10	13	5	1	1
FEDERAL PROGRAM	250	15	30	20	4	3
HOUSING FOR THE ELDERLY						
State Program	144	0	0	0	0	0
Federal Program	300	0	0	4	0	0

MEDFORD HOUSING AUTHORITY

STATE PROGRAM	150	6	0	6	0	0
FEDERAL PROGRAM	150	2	0	3	0	0
HOUSING FOR THE ELDERLY						
State Program	144	0	0	0	0	0
Federal Program	300	0	0	4	0	0

NEW BEDFORD HOUSING AUTHORITY

STATE PROGRAM	330	20	15	17	2	0
FEDERAL PROGRAM	1,296	76	70	62	17	26
HOUSING FOR THE ELDERLY						
State Program	75	1	1	1	0	0

PITTSFIELD HOUSING AUTHORITY

	<i>No. of Units</i>	<i>No. Negro Families</i>			<i>No. Spanish-Speaking</i>	
		<i>1967</i>	<i>1968</i>	<i>1969</i>	<i>1968</i>	<i>1969</i>
STATE PROGRAM	126	2	1	1	0	0
FEDERAL PROGRAM	112	0	19	33	0	0
HOUSING FOR THE ELDERLY						
State Program	200	0	2	2	0	0

PLYMOUTH HOUSING AUTHORITY

STATE PROGRAM	150	3	10	13	0	0
HOUSING FOR THE ELDERLY						
State Program	110	2	3	1	0	0

REVERE HOUSING AUTHORITY

STATE PROGRAM	377	0	0	0	0	0
FEDERAL PROGRAM	90	0	0	0	0	0
HOUSING FOR THE ELDERLY						
State Program	245	0	0	0	0	0
Federal Program	60	0	0	0	0	0

SOMERVILLE HOUSING AUTHORITY

STATE PROGRAM	456	1	0	0	0	0
FEDERAL PROGRAM	216	4	3	2	0	0
HOUSING FOR THE ELDERLY						
State Program	164	1	3	0	0	0
Federal Program	142	0	0	0	0	0

SPRINGFIELD HOUSING AUTHORITY

STATE PROGRAM	532	146	171	238	1	2
FEDERAL PROGRAM	348	167	160	127	99	148
HOUSING FOR THE ELDERLY						
State Program	263	25	2	2	0	0
Federal Program	272	9	19	19	0	0

TAUNTON HOUSING AUTHORITY

	<i>No. of Units</i>	<i>No. Negro Families</i>			<i>No. Spanish-Speaking</i>	
		1967	1968	1969	1968	1969
STATE PROGRAM	142	18	20	18	10	9
FEDERAL PROGRAM	112	23	29	26	13	12
HOUSING FOR THE ELDERLY						
Federal Program	122	0	0	4	0	1

WALTHAM HOUSING AUTHORITY

STATE PROGRAM	278	0	0	0	10	1
HOUSING FOR THE ELDERLY						
State Program	108	0	0	0	0	0
Federal Program	40	0	0	0	0	0

WATERTOWN HOUSING AUTHORITY

STATE PROGRAM	228	0	0	0	0	0
HOUSING FOR THE ELDERLY						
State Program	40	0	0	0	0	0

WEYMOUTH HOUSING AUTHORITY

STATE PROGRAM	208	0	0	0	1	0
HOUSING FOR THE ELDERLY						
State Program	156	0	0	1	0	0

WINTHROP HOUSING AUTHORITY

STATE PROGRAM	73	0	0	0	0	0
HOUSING FOR THE ELDERLY						
State Program	30	0	0	0	0	0

WOBURN HOUSING AUTHORITY

STATE PROGRAM	176	3	2	2	0	0
FEDERAL PROGRAM	100	1	3	2	0	1
HOUSING FOR THE ELDERLY						
State Program	94	3	3	1	0	0

WORCESTER HOUSING AUTHORITY

	<i>No. of Units</i>	<i>No. Negro Families</i>			<i>No. Spanish-Speaking</i>	
		1967	1968	1969	1968	1969
STATE PROGRAM	594	10	10	13	0	6
FEDERAL PROGRAM	600	39	42	44	6	3
HOUSING FOR THE ELDERLY						
State Program	75	0	0	0	1	0
Federal Program	537	2	2	3	0	0

COUNCILS

Purpose

The seven regional advisory councils, organized by the Commission and composed of representative citizens, have as their main objective to aid in effectuating the purpose for which the Commission was established. They study the problems of discrimination in all fields of human relationships and specific instances of discrimination because of race, color, religious creed, national origin, sex, age or ancestry. They foster, through community effort, good will and cooperation among the various groups of the population of the Commonwealth. They make recommendations to the Commission for the development of educational programs. They assist the Commission in the performance of its duties and functions in every possible manner.

Berkshire Council

Jay Rosenfeld, Berkshire "Eagle", CHAIRMAN
G. Peter Anderson, Jr.
Doris Bardon, High Point Inn & Galleries
Betty Bejtlich
Albert Bogdan, Executive Director, Urban Coalition
Mayor Donald Butler
Lincoln S. Cain, partner, Cain, Hibbard & Myers, Attorneys
Rev. Donald F. Chamberlain
Father Joseph Cashin, Director, Catholic Youth Center
Rev. Charles W. Crooker, Great Barrington Human Rights
Gordon Dillard
Peter Foscett, Executive Director, N. Berkshire Community Action
John V. Geary, Executive Director, Berkshire Hills Conference, Inc.
David Gunn, Berkshire County Branch, NAACP
Sidney Harris
Rev. H.B. Hinchcliff
Rev. Joseph D. Kerr, NAACP
Fred Lancome, Artist
Donald Lathrop, Berkshire Community College, Physics Dept.
Lenney Lipton, Member of Anti-Defamation League
Dr. Feland Nevers, Dentist
Samuel Sass, Librarian, General Electric
George E. Sauer, General Electric Engineer
Joseph C. Savery, Western Mass. Electric Company
Thomas L. Sherer
Father Gerald Spofford, Sacred Heart Church, Pittsfield
Samuel Stevenson
Father Patrick Sullivan, Lenox
Hon. Paul A. Tamburello, President, Massachusetts Bar Association, U.S. Commissioner
Rev. Carrol Turner, Morningside Baptist Church, Pittsfield
Philip Vachon, Director, Berkshire Legal Services
Frank Walker, President, NAACP
Lafayette Walker, Legal Representative, NAACP
James Williamson, Central Appliance Service Company

Boston — Suburban Council

Robert H. Segal, CHAIRMAN, Executive Director, Jewish Community Council
Louisa R. Alger, Religious Society of Friends
Bertran Alleyne, Small Business Development Committee
Frederick Andelman, American Jewish Committee
Thomas Arnold, Youth Inc.
Winnie Aronson, Mass. Federation for Fair Housing and Equal Rights
Mrs. Howell Bates, League of Women Voters
Clarence Q. Berger, Dean of University Planning and Development, Brandeis University
Julius Bernstein, Jewish Labor Committee
Edward R. Blackman, Commission on Housing and Education
Herman Carter, Chairman, Civil Rights Committee
Melnea A. Cass, Executive Board, Boston Branch NAACP
Frederick Church, Chairman, Boit, Dalton & Church, Inc.

Harold R. Dann, New England Telephone Company
 John J. Desmond, Jr., Draper-Sears & Co., Inc.
 Bertram A. Druker, John Druker & Son, Managing Agents
 Reginald A. Eaves, Mayor's Office of Human Rights
 Marchant W. Eldridge, New England Mutual Life Insurance Co.
 Arthur Eskew, A.B.C.D.
 Ellen Feingold
 Daniel J. Finn, Commissioner, Housing Inspection Dept., City of Boston
 Thomas B. Francis, Boston Housing Authority
 Honorable Maurice E. Frye, Jr., House of Representatives
 Robert Genereaux, American Assoc. of Industrial Management
 Marvin E. Gilmore, Jr., Realtor
 Rabbi Roland B. Gittelsohn, Temple Israel of Boston
 Martin N. Gopen, Urban League
 Robert Gustafson, Citizens' Housing and Planning Association
 Edwin C. Hamada, Attorney
 Andrew F. Hickey, Executive Vice-Pres., Greater Boston Real Estate Board
 Kenneth L. Janey
 Ernest A. Johnson
 Jacob M. Joslow, American Jewish Congress
 Mrs. John A. Keil
 Richard T. Kriebel, Polaroid Corporation
 John W. Kunhardt, Vice President, Hunneman & Co., Inc.
 Roger Latham, A.B.C.D.
 Henry M. Leen, Esq., Roche and Leen, Attorneys at Law
 Jerry Levin, Regent Homes, Inc.
 Gilbert Lopez, Roxbury Neighborhood Employment Center
 George Lodge, Harvard Business School
 Mildred H. Mahoney, former Chairman, Commission Against Discrimination
 Rev. Thomas MacLeod, St. Joseph's Rectory, Roxbury, Mass.
 Luther Knight McNair, Civil Liberties Union of Massachusetts
 Rev. Franklin McGuire, Wellesley, Massachusetts
 Robert E. McKay, Executive Director, Citizens Housing and Planning
 Robert McPeck, Executive Vice-President, Home Builders Assoc.
 Edward C. Mendler, Jr., Nutter, McClennen & Fish
 Dr. Henry Morgan, Polaroid Corporation
 Mrs. Paul Palmer
 Robert Palmer, Polaroid Corporation, Public Relations
 Thomas A. Pappas, President, C. Pappas Company
 Paul Parks, partner, Associated Architect and Engineer
 Philip Perlmutter, American Jewish Committee, Regional Director
 Leonard Peters, Peters Employment Service
 Mrs. Harry Petschek
 Ann Pettet, Commission on Church and Race, Union Methodist Church
 Robert A. Philcrantz, C.W. Whittier & Brother
 Dr. Charles A. Pinderhughes, Psychiatrist, Boston Veterans Administration Hospital
 Byron C. Roberts, Roberts Brothers
 Mrs. Conchita Rodriques, Mayor's Office of Public Service
 Frank Rosenfeld
 Rev. Harold Ross, Jr., Executive Director, Assoc. For Better Housing, Inc.
 Paul T. Rothwell, Chairman of the Board, Bay State Milling Co.
 Frederick Rozelle, Jr., Old Colony Bank
 Rev. Paul P. Rynne, Commission on Human Rights
 Mrs. Albert Sacks, Advisory Council on Housing
 George Samasky, American Jewish Congress
 Mrs. Helen Sherwood, Mayor's Office on Human Rights
 Walter Smart, Boston Redevelopment Authority
 Rt. Rev. Anson Phelps Stokes, Jr., Bishop, Protestant Episcopal Diocese of Massachusetts
 Cydney Stoler, Fair Housing
 Roger P. Sonnabend
 Richard Tatem, A.B.C.D.
 Barrent Torrence, Self-Help, Inc.

Benjamin A. Trustman, Esq., partner, Nutter, McGlennen
William J. White, White-Bison & Co., Inc.
Leslie E. Woods, Labor Relations Advisor, Raytheon Co.
Allan Ralph Zenowitz

Cape Cod Council

Harold Perkins, CHAIRMAN
Mrs. Judith M. Barnet, Assistant Professor, Cape Cod Community College
Mrs. Emma M. Barrow, Principal of School at Woods Hole
Moncrieff M. Cochran, Jr., Principal, Sea Pines School
John A. Coe, Realtor
Norman H. Cook, Executive Secretary, Cape Cod Chamber of Commerce
James L. Currie III, President NAACP
Joseph Deluz
Mrs. Dorothy Donalson
Rev. William Douglas, West Parish Church
Mrs. Eugenia Fortes, NAACP, Cape Cod Branch
Mrs. Roma Freeman, Physical Education Instructor, Barnstable Junior High School
Mrs. Louise Gersh, Barnstable Junior High School
Harold L. Hayes, Attorney
John T. Hough, Editor of Falmouth Enterprise
Joseph Indio, Nantucket Town Crier
Mrs. DeWitt Jones, Falmouth League of Women Voters
Melvin Levinson, Attorney
Evelyn Montvila
Mrs. Edward Moore
Norman Nunes, Manager of Hyannis Branch, H.P. Hood and Sons
John Pena, Cape Cod Jaycees
Mrs. Sam Perry
Ornie Ray
Thomas J. Roderick
Horatio Rogers, Jr., Owner of "The Register"
John J. Rosario, Engineer
Thomas Saunders, Engineer, Canal Electric Company
Frank Simmons, Sr., Builder
Eugene Tellier, President, First National Bank of Cape Cod
Robert Terry
Rev. Kenneth Warren, Unitarian Church
Helen Webster, Realtor
Rabbi Ronald Weiss, Cape Cod Synagogue
Harold Williams, Insurance Agent

New Bedford Council

Jack Custodio, CHAIRMAN
Rev. John Aalfs, First Presbyterian Church
Howard Baptista, Executive Director, New Bedford Redevelopment Authority
Emile Beauregard, Division of Employment Security, Group Minority Representative
Miss Jean Campbell, Executive Director, YWCA
George E. Capignan, Director of Textile Workers Union of America, AFL-CIO
Father Conley, Regina Pacis Center
Tryna Costa, Director of Aid for Addicts
Duncan Dottin, Project Director, Youth Organization
Mrs. Barbara Dubin, Brtol Community College
Harry R. Dunham, Representative for United Auto Workers Union
Mrs. William Holmes, Council of Women's Organization
William Lapre, Director, Division of Employment Security
George Levenson, Attorney
Rev. Hugh Megee, Union Baptist Church
David Nava
Cardinal Ollivierre, West Central Council
Father William Petrie, Our Lady of Assumption Parish
William Riley, Fall River Post Office
John Sharp, Director, Onboard Agency

Joseph Valles, Director, Community Relations for Model Cities
Joseph Vera, Attorney
Guy Volterra, Attorney
William Winsper, Guidance Counselor, New Bedford High School
John Xifaras, Attorney

North Shore Council

Charles Cronis, Attorney, CHAIRMAN
Alfred A. Albert, Royal Albert Realty
Anthony A. Athanas, President, Hawthorne Restaurants, Inc.
Louis L. Brin, Editorial Staff "Jewish Advocate"
Mary F. Berlyn, Supervisor, Civic Education and Adult Education, Lynn Public Schools
O. Robert Coe, Manager, Central Employment, General Electric Co.
Reverend Earl W. Eldridge, Executive Secretary, The Greater Lynn Council of Churches
Mrs. Solomon M. Feldman
Mrs. Conover Fitch, Jr., Head of Women's Division, Trinity Church, Boston
Peter Gamage, Publisher, Lynn Item
Abraham Glovsky, Attorney
Dr. Francis L. Keane, Adjustment Counselor, Lynn Public Schools
John M. Lilly, Y.M.C.A.
Henry Kozlowski, Treasurer, Jackson & Phillips, Inc.; Chairman, Lynn Redevelopment Authority
Robert G. Livingston, President, Nissen Baking Corp.
Herbert D. Marsh, President, Security-Danvers National Bank
Marcia L. Memmott, Director, Women's Bureau, Dept. Commerce and Development
Doris H. Nesbit, Editorial Department, Daily Evening Item
Theodore Regnante, Assistant Attorney General for the Commonwealth of Massachusetts
Armand J. St. Laurent, Funeral Director
Malcolm M. Stone, General Manager, Boston Machine Works Co.
Dr. William D. Washington

Springfield Council

Chester N. Gibbs, Executive Director, Springfield Corporation
Mrs. Richard B. Anderson, Past President, League of Women Voters
Oscar Bright, Concentrated Employment Program and Springfield College
John Douglas Cummings, Attorney
Clarence E. Galt, Head Psychiatric Worker, Child Guidance Clinic
Prof. Jack C. Harris, Director, Community Tension Center, Springfield College
Mrs. Eugene Hodges, Department Manager, Lerner Shops
Robert G. Little, Commonwealth Service Corps
Bernard H. McMahon, President, Springfield Five Cents Savings Bank
Rev. Vincent M. O'Connor, Catholic Charities
Mrs. Roger L. Putnam, President, Catholic Scholarships for Negroes, Inc.
Frederick B. Robinson, Director, Museum of Fine Arts, Springfield
James J. Shea, President, Milton Bradley Co.
Charles Vivenzio, Local 202 IUE, AFL-CIO, Financial-Recording Secretary

Worcester Council

Frederick E. Coe, CHAIRMAN
John J. Barone, Worcester Housing Authority
Rev. Richard D. Campbell, AME Zion Church, Worcester
Daniel J. Casale, District Supt. of Mass. Division of Employment Security
Mr. & Mrs. Jerome Collins, Executive Director of Community Relations, Worcester
Richard A. Delk, Personnel Asst. of Thom McAn Shoe Co.
Miss Nora Donahue, Exec. Director of Worcester Community Action Council, Inc.
Joseph Eid, Employee Relations Manager, Wyman-Gordon Co.
Judge Joseph Goldberg, Central District Court, Worcester
Dr. John J. Goldsberry, M.D., Chief Physical & Rehabilitation Medicine, Rutland Heights Hospital
John Graham, Wyman-Gordon Company
James Gray, I.B.M. Corporation
Loetta Hazard, Piedmont Opportunity Center

John E. Howarth, Postmaster
Mrs. Frederick Jackson, NAACP
Mrs. Arthur Jarrett, YWCA
Dr. Howard Jefferson, Past President, Clark University
Rabbi Joseph Klein, Temple Emanuel, Worcester
Richard J. McGrail, AFL-CIO Steelworker's Union
Mrs. Erwin Miller, Past President, Church Women United in Worcester County
Daniel Moynihan, Worcester Area Chamber of Commerce
Miss Joanne Najemy, YWCA
Andrew Philips, Legal Services
Mrs. Barry Rotman, League of Woman Voters
Mrs. Ina Smith, Piedmont Opportunity Center
Mrs. George Spence, NAACP, National Council of Christians and Jews
Mr. Robert Spence, Personnel Assistant at Guaranty Bank & Trust Co.
Mr. Matthew Stepanski, Central Mass. Employers Association
James Tatum, Commonwealth Service Corporation
Rev. Gordon Torgerson, First Baptist Church, Worcester
Miles Weaver, Vice President of State Mutual Life Assurance Co.
Lois Wilcox, Prospect House
Mrs. Edward Wimberly, Education Department, Worcester
Mrs. Kenneth E. Woods, Worcester Youth Detention Center

STATEMENT OF RECEIPTS ACCOUNT OF INCOME AND DISBURSEMENTS UNDER APPROPRIATIONS

This financial statement indicates the allotments and expense for the Boston office and the Branch offices in both Springfield and New Bedford. The dates covered are the fiscal year 1969 – July 1, 1968 through June 30, 1969.

Appropriations	\$653,148.05
Disbursements	381,803.11
Reverted	208,124.86
Accounts Payable	63,220.08
	653,148.05

Analysis of Disbursements:

Salaries – Permanent	289,119.47
Salaries – Temporary	36,779.30
Services – Non-Employees	11,874.79
Heat and Light	1,084.80
Travel and Automotive	7,415.93
Advertising and Printing	2,419.80
Repairs	251.82
Special Supplies and Expenses	1,202.75
Office and Administrative	13,332.12
Equipment	12,950.10
Rentals	5,372.23
	381,803.11

FEDERAL GRANT AFFIRMATIVE ACTION PROGRAMS RECEIPTS AND DISBURSEMENTS

October 3, 1968 to September 11, 1969

Balance October 3, 1968 \$ 1,377.84

Receipts

Federal Grants:

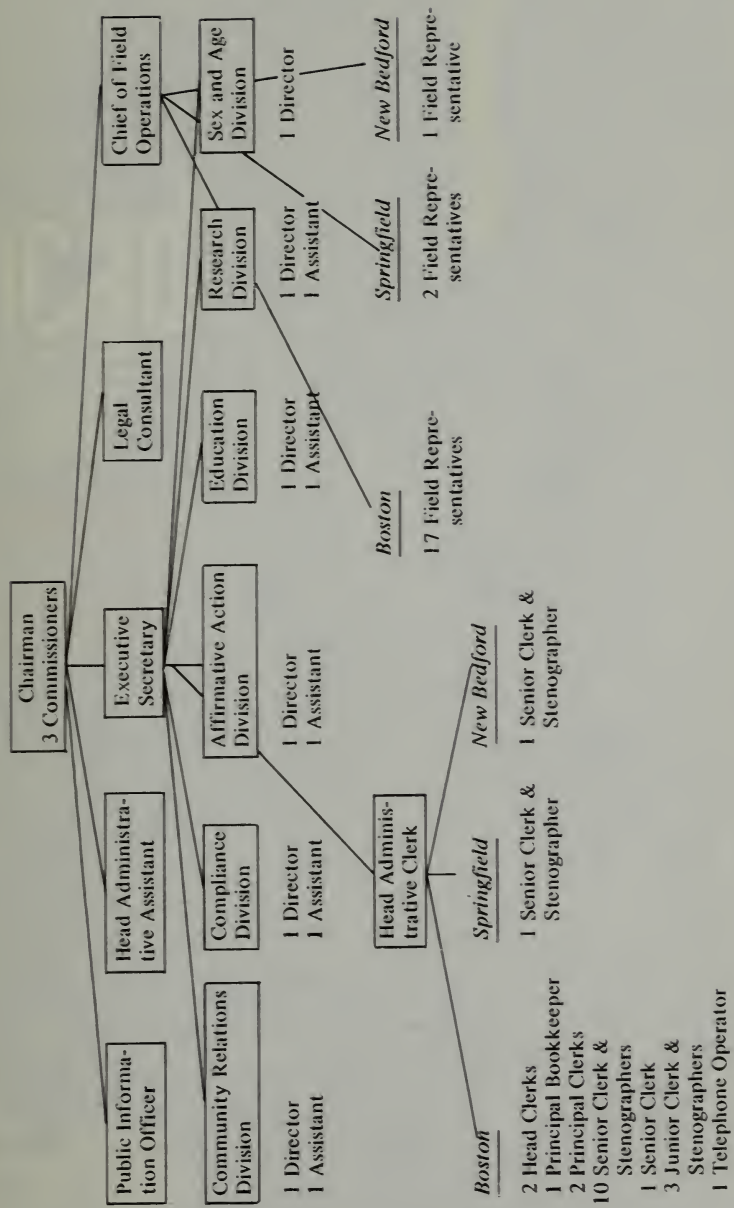
Balance of Second Grant	\$12,657.00	
Part Payment of Third Grant	4,000.00	16,657.00
		18,034.84

Disbursements

Salaries	\$12,420.54
Travel	736.91
Office and Administrative	259.43
	\$13,416.88
Balance September 11, 1969	4,617.96*
	\$18,034.84

*In Custody of State Treasurer

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION



The
MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION
provides

CONSULTANTS on race relations to employers, unions, educators, municipalities, civic organizations, etc.

ASSISTANCE in filing complaints to those who have been subjected to discrimination.

MATERIALS on human relations for distribution to clubs, groups, etc.

SPEAKERS on civil rights problems and actions for luncheons, meetings, classes, etc.

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Write, telephone or visit the
MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION
120 Tremont Street
Boston, Massachusetts
Telephone (617) 727-3990